84 102116
DG GABRIEL
520 LIBERTY ST
TRENTON NJ 08611

Harvey Parker (center) works with people

The SIGNALMAN'S Journal

October 1981

Canadian general committee meets in Winnipeg

We're breaking an old tradition.

Introducing the new "Type ST" Plug-In Relay by Safetran Systems

Safetran Systems Corporation intends to break an old tradition by introducing the "Type ST" Plug-In Relay, for railway signal systems. The first vital circuit plug-in relay to be offered *from stock* with commonly used types *available* for immediate delivery.

Safetran, together with the manufacturing capabilities of Potter & Brumfield (the largest independent manufacturer of relays in the United States), has developed a full line of Type ST plug-in relays. Yet, beyond deliverability, Safetran's new Type ST Relay offers all one would expect from a quality-built relay. Unique characteristics to make it, not only the most available relay on the market, but the easiest to maintain and the most economical.

Adjustment of Type ST Plug-In Relays is faster and easier due to improved magnetic structure efficiency. Contacts have consistant pressure and good wiping action. An extra-heavy armature provides a more positive drop-away. And, of course, the Type ST Relay meets or exceeds all AAR specifications.

The new Type ST Plug-In Relay . . . A step above other plug-in vital circuit relays. And soon to be a new tradition.

For more information on our full line plug-in relay systems call or write:

Safetran Systems Corporation

505 West Ormsby • P.O. Box 1037 • Louisville, KY 40201 • 502/636-0391

MEMBER RPI

The SIGNALMAN'S Journal

Official Publication of the Brotherhood of Railroad Signalmen

Volume 62 Number 8 October 1982

GRAND LODGE DIRECTORY
R. T. BATES, **President,** Box U, Mt. Prospect, IL 60056
W. D. BEST, **Secretary-Treasurer,** Box U, Mt. Prospect, IL 60056
JESSE CLARK, **President Emeritus,** 908 S. Park Dr., Terre Haute, IN 47802

VICE PRESIDENTS
W. W. ALTUS, Jr., 220 S. State St., Chicago, IL 60604
J. T. BASS, Suite 520, 1780 S. Bellaire, Denver, CO 80222
C. S. CHANDLER, P.O. Box 677, Eddyville, KY 42038
M. B. FRYE, Box U, Mt. Prospect, IL 60056
J. E. HANSEN, Suite 800, 400 First St., N.W., Washington, DC 20001
W. B. HARWELL, Jr., Box U, Mt. Prospect, IL 60056
J. E. PLATT, Suite 505, 130 Slater St., Ottawa, Ont. K1P 5H6 Canada

BOARD OF TRUSTEES
B.E. BRITCHER **Chairman,** #3 Bldg., Suite 232, 2001 N. Front St., Harrisburg, PA 17102
W.A. CLASS, Jr., **Secretary,** 1383 E. Arlington Ave., St. Paul, MN 55119
A. G. CUNNINGHAM, **Member,** Suite 323, 1396 Ste. Catherine St. W., Montreal, Que. H3G 1P9 Canada

GRAND LODGE REPRESENTATIVES
R. E. McCAUGHAN, 3081 Ness Ave., Suite 207, Winnipeg, Man. R2Y 2G3 Canada
W. D. PICKETT, Suite 800, 400 First St., N.W., Washington, DC 20001
V. M. SPEAKMAN, Jr., Box U, Mt. Prospect, IL 60056
V. VAN ARTSDALEN, Box U, Mt. Prospect, IL 60056

DIRECTOR OF RESEARCH
W. W. LAUER, Box U, Mt. Prospect, Il 60056

The Signalman's Journal (ISSN-0037-5020) is published monthly (except for combined issues of January-February and July-August) by the Brotherhood of Railroad Signalmen at 213 West Madison St., Waterloo, WI 53594. Second class postage paid at Mt. Prospect, IL and additional mailing offices.

Address changes and US Postal Form 3579 should be sent to the Brotherhood of Railroad Signalmen, Box U, Mt. Prospect, IL 60056.

Subscription Rates: $10.00 per year, sold only in the United States and Canada. Single copy price is $1.

Copyright © 1981 Brotherhood of Railroad Signalmen

CONTENTS

Features
6 Harvey Parker works with people
11 Canadian general committee meets in Winnipeg
36 Amtrak school is ready
40 SCL signal shop is busy in Savannah
46 Railway Labor Act is effective

Departments
4 News
5 Bates' Commentary
35 News from Washington
51 Railroad Retirement Information: How to get annuity
52 Personal Aids & News: See America in style
56 Esther Margolius: How to save money
56 Wells on Health: Tranquilizers & alternates
58 Paul Simon tells how to write your congressman
60 News About Members

Cover: Harvey Parker, general chairman, explains a position at a Local 123 meeting. From left are: Douglas E. Peabody, financial secretary; Charles S. Chandler, BofRS vice president; Parker; Robert L. Dankert, local president; and John P. Messock, recording secretary. Canadian General Committee met in Winnipeg, Manitoba in August. From the left: Marilyn Adams, secretary to John Platt, took minutes of the meeting. At the dais are Anthony G. Cunningham, general chairman & general secretary-treasurer; John E. Platt, vice president; Roger E. McCaughan, general chairman & grand lodge representative; and A. Norman Cotton, retired general chairman & grand lodge representative.

News

McKnight resigns as editor of Signalman's Journal

Robert W McKnight, editor, *The Signalman's Journal,* has resigned to become manager communication & signal engineering for the Association of American Railroads. McKnight will be headquartered in Washington, DC. His job with the Communication & Signal Division was effective October 1, 1981.

Oberstar tells of good news about railroad retirement

In a letter to the *The Signalman's Journal,* Congressman James L. Oberstar, Dem. of Minnesota's 8th District, tells about achieving equity in retirement law for railroad workers. Here is his letter.

Since my election to Congress in 1975, I have sponsored and worked for legislation to provide for equity in retirement law for railroad workers and their families. It gives me great pleasure to tell you a major part of the fight has been won.

Included in the Budget Reconciliation Bill which the Congress has sent to the President for signature are the provisions of two of my Railroad Retirement Equity bills.

Effective October 1, 1981, remarried widows and divorced wives and widows of railroad workers will become eligible for a railroad annuity in an amount equal to what they would be eligible to receive had their spouses worked in employment covered by social security.

Workers who have twenty-five years or more of railroad employment will no longer lose their current connection if they leave railroad service involuntarily and subsequently work in non-railroad employment. Under present law, both workers and their survivors receive less in retirement income if current connection has been lost. This provision affects workers who retire or survivors of retirees who died after October 1, 1981.

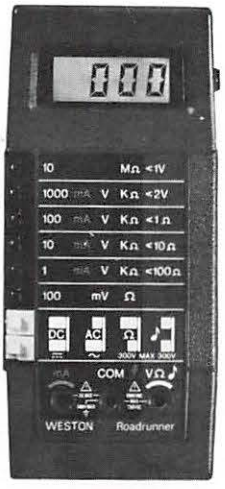
The Railroad Retirement Board will, I am sure, provide instructions to their district offices just as quickly as they can, but I know it will be some time before they can be issued. I would urge anyone who will become entitled to a benefit to immediately get in touch with the Board or local district office and request assistance in filing a claim. Be sure to include the full name and social security account number and/or railroad retirement account number of the former railroad employee. In many instances records will have been transfered to a Federal Records Center and will need to be recalled. Processing a claim will undoubtedly take three or more months so it will be important to initiate a claim as soon as possible.

Off-the-shelf...from

McNamara Supply Company

The source for high quality Weston Meters. We can supply from stock such items as the exciting new Roadrunner Audio Response digital multimeter. The Weston Roadrunner ADMM™ with its "beeping" Audio Response allows you to take your eyes off the meter and still take the measurement. We also have others like the "Drop-Proofed" model 6000 Autoranging LCD digital multimeter and the "Drop-Proofed" model 660 VOM.

So, when you need a meter in a hurry, get the best . . . A Weston . . . from McNamara Supply Company.



For full details, write or call:

McNAMARA SUPPLY COMPANY
P.O. Box 596, Mundelein, IL 60060
Phone (312) 566-5610

Cotton Belt applies to FRA for new signaling in Kansas

St. Louis Southwestern has applied to the Federal Railroad Administration for permission to install a traffic control system on one track between Topeka and Herrington, KS, about 70 miles. Also, StLSW wants to restore automatic block signaling for current of traffic operation on two tracks on 6 miles of line near Topeka and on 5 miles of line near Herrington. All this will be installed in lieu of ABS on two tracks arranged for current of traffic operation.

Tate Family belongs in every organization

The following comes from Pittsburgh & Lake Erie's *Little Giant's Newsletter.*

There is an old man Dick Tate, who wants to run everything, while uncle Ro Tate tries to change everything. And sister Agi Tate stirs up trouble whenever possible, with her brother Irri Tate helping out. When new projects are suggested, brother Hesi Tate and sister Vege Tate manage to pour cold water on the proposals.

Then there is sister Imi Tate, who tries to have the organization mimic everybody else. When the budget is announced, everyone tends to quake if brother Devas Tate stands up at the meeting, and brother Poten Tate wants to be the big shot.

But not all members of the Tate family are bad. Brother Facili Tate is quite helpful. A delightful member of the family is Miss Felici Tate and the president is always delighted by brother Cogi Tate and his twin Medi Tate.

Bates' Commentary

This is a plea to all members to write their Congressmen requesting full funding for the special account to pay for dual benefits for railroad retirement. The Reagan Administration wants to make a 21% cut in funding from $440 million to $350 million for 1982. Congress will vote on the appropriations this fall. Please write now.

The following explains the need and urgency for action on your part.

In 1982, $440 million will have to be appropriated to the special account to pay dual benefits. The Reagan Administration, however, has recommended that only $350 million be appropriated. The Railroad Retirement Board has warned that this would cause a reduction of 21 per cent in each dual benefit component each month.

The Appropriations Committees have not yet made their final decision. Rail Labor is fighting hard for full Windfall funding, but, again, your help is needed. The House and Senate Appropriations Committees must hear from you.

We are not alone in this fight. Congressmen Dingell and Florio as well as Senators Hatch and Metzenbaum are again on our side. In a recent letter to the House Appropriations Committee urging full funding for "dual benefits" they said:

"As you know, Congress dealt with the critical financial problems facing the Railroad Retirement System as part of budget reconciliation. If these problems had not been addressed, the Railroad Retirement System would likely have run out of money as early as April of 1982, resulting in a lack of benefit payments to one million retirees.

"There has been some dispute over the proper source of funding for dual benefits. The 1974 Act clearly anticipated that the full cost of dual benefits, amortized on a level basis over a twenty-five year period, would be paid out of general revenues. In the last few years, however, the Office of Management and Budget has sought to ignore clear Congressional intent by failing to request the full appropriation required. This has resulted in a serious drain on the Railroad Retirement System.

"... [I]t is critically important that the total annual cost of dual benefits, $440 million, be appropriated in fiscal year 1982. Failure to appropriate this amount — only $90 million over the level requsted by the Reagan Administration — will result in actual benefit cuts to approximately 400,000 current dual benefit recipients.

"... For the present, it is crucial that the equities of current dual benefit recipients be protected. We most strongly urge you to recommend appropriation of the requisite $440 million for fiscal year 1982."

Rail Labor's fight to protect full payment of retirement benefits of railroad employees is not over.

The RLEA led a fight with strong support from Congressmen John D. Dingell of Michigan and James J. Florio of New Jersey along with Senators Orrin G. Hatch of Utah and Howard M. Metzenbaum from Ohio to pass legislation to save the system which otherwise would have gone broke in April, 1982. One of the features of the legislation which was passed anticipates and authorizes full appropriations of all funds needed to pay total annual costs of "dual benefits." The dual benefit component is payable to individuals who are insured for benefits under both the Railroad Retirement Act and Social Security Act based on employment performed under both Acts prior to 1975.

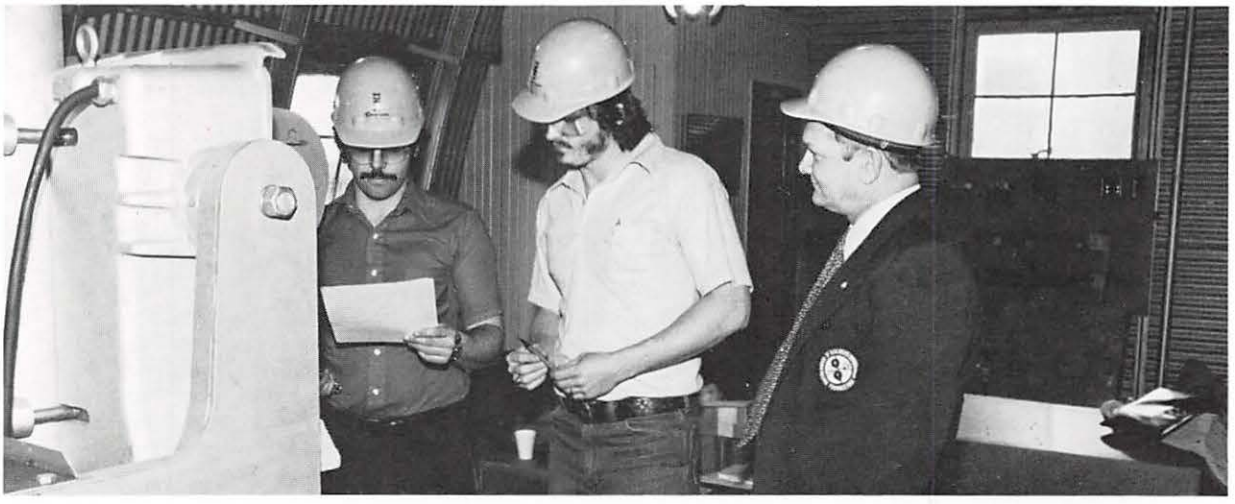
Despite this legislation, benefits payable to over 400,000 railroad retirement beneficiaries who receive these dual benefits will be cut on October 1, 1981, if House and Senate Appropriations Committees accept the current recommendations of the anti-labor Reagan Administration.

In 1974 Congress determined that the dual benefit component should be financed by general fund appropriations because the benefit is directly related to Social Security employment. In the last few years, however, the Office of Management and Budget has consistently short changed the amount needed to finance dual benefit components. Recent legislation set up a separate fund to be used to make the dual benefit payments, and authorized full appropriations to meet this cost.

Congressmen Dingell and Florio as well as Senators Hatch and Metzenbaum led the fight in August because they are Chairmen of the committees which deal with Railroad Retirement. While these good friends of Rail Labor are still with us on this issue, the fight is now before the Appropriations Committees.

It is urgent that you contact your respective Senators and Congressmen to oppose the cutback and request full funding.

Tom Bates



Visiting the Chessie System school is one of the enjoyable features of Brother Parker's job as general chairman. Here he watches Charles R. Coleman (left) of Valley City Lodge 123 and Thomas P. Brady (center) also of Local 123 check out a gate mechanism.

Harvey Parker works with people.

He is soft-spoken with a ready smile, of medium height and slightly balding, but don't let that pleasant friendly face lead you to believe he's a pushover. Harvey H. Parker, is a warm, compassionate human being, but don't underestimate his staying power and inner strength when it comes to living up to principles. As general chairman of the Northeast General Committee Brother Parker has earned the respect of his members and railroad managements. They have found him to be just, patient and able to deal with. Not easy, but he can work to right a wrong and can "deal" to bring about a result that will benefit his members, yet one that is acceptable to carriers.

On the surface, he may seem a very plesant fellow — and he is — but he is tenacious and persistent when dealing with a principle. He does his homework very well, as many have found out. He's a self-starter, and one has to be in his job. He's been in a similar position many times in his career as signal maintainer, traveling mechanic, signal inspector, signal foreman, local recording & financial secretary, local chairman, part-time general chairman and full-time general chairman. All these positions require men who are self-starters. No one is standing over you to say "today you will do this, and tomorrow, that."

Self-starting is a key ingredient of leadership. After all, one can't lead unless he starts first so others can follow. Some of this self-starting capacity began to show in Parker when he became a signal gang foreman on the Chesapeake & Ohio in 1953. He was foreman of a construction gang. Parker had to plan for each day's work, assign the men and see that everyone was working productively. Upon becoming foreman in 1953, Parker found he was the only one who had ever been involved in making circuit and wiring changes. Signalmen in the gang had done construction work and some case wiring, but it involved new work. In this instance, Parker's gang was required to convert an attended interlocking into a remote control electric plant. Thus they had to make changes, yet do so under traffic and maintain safety of train operation. It is no easy task for an experienced gang, so training was an obvious requirement for Parker's gang. Parker also knew other similar jobs were planned for his gang.

Although the C&O did not have a formal signal training program at the time, Parker found a ready ally in A. M. Weeks, engineer of signal construction & maintenance, who assisted him in many ways giving him training material. Parker also wrote to signal manufacturers and suppliers for training aids, bulletins, handbooks, etc., an effort which wasn't received well by some supervisors. As a result, he requested and received assistance from the Brotherhood in obtaining such material.

At the time, the gang was living in camp cars. Parker had one of the men build a cabinet for a library in one of the cars, which he also used as a classroom. At nights after work and during inclement weather when the gang stayed indoors, Parker held classes.

This was his first teaching job, and he learned one big lesson — be prepared, which means considerable "burning of the midnight oil" to be able to answer questions from his men. He requested and received assistance from some "old" maintainers and department officers.

"I found signal work interesting and enjoyable. Especially gratifying to me was helping the men in the gang. It is a real satisfaction for me to help someone," he said. Parker also states this is the primary reason he got involved in union work.

"And best of all, as regards the signal gang, it really

helped me get the work done because the men knew what they were doing. I guess, you could say I had a selfish reason for teaching the men all I could about interlocking controls. It sure helped me and the carrier on that job," Parker said.

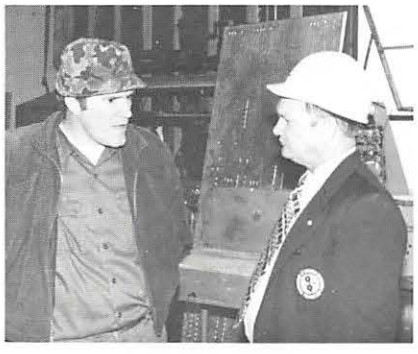
"I have a strong positive feeling about training. It is essential for carriers to have a properly trained, skilled workforce. It is in their self-interest to provide training for personnel. Studies have been made by companies, including railroads, clearly showing that training pays for itself. Workers not only work more efficiently but they do so more safely. Just as important and often overlooked, is an improvement in morale when a training program is provided.

"For years railroads went on the theory that one learns from on-the-job training. 'Why spend money on formal training, when we can get maintenance and construction forces without such expenditures?' The obvious answer is that it takes considerably more time to teach employees by observation and on-the-job training. On-the-job combined with formal or classroom training can tremendously speed up the process of making skilled men," says Parker.

Parker has followed through on this philosophy since his earlier experience with a signal gang. As general chairman, he has negotiated signal training agreements with the Chesapeake & Ohio (effective August 1, 1976, improved effective March 1, 1981); Grand Trunk Western (effective December 1, 1978) and the Indiana Harbor Belt (effective July 1, 1979).

Although a Yankee will call Parker a Southerner, listening to him speak will clue the listener that Harvey Parker is from Kentucky. A native of Vanceburg, KY, Parker was born October 30, 1929. He attended the local schools. He also completed a signal training course of the Railway Educational Bureau. His scholarly approach to problems, especially his "bird-dog" attitude to digging out all the facts might well stem from training and inheritance from his father who was an attorney and circuit judge in Vanceburg. Occasionally Parker will recall for the listener interesting tales of courtroom drama from those bygone

Telephone usage takes much of Brother Parker's time, but he finds it a very convenient way to keep in contact with the members.



Listening to members is one of Brother Parker's greatest assets. Here he listens to Charles H. Coovert III (left) local chairman of Local 128 at the Barboursville signal repair shop.

Northeast General Committee

Brotherhood of Railroad Signalmen

HARVEY H. PARKER, General Chairman

NEWSLETTER

UNITED WE STAND SECOND QUARTER 1981 DIVIDED WE FALL

NEW NEWSLETTER FORMAT: Did you notice that our NEWSLETTER had a new look? I would be interested in hearing what you think of the new format. Moreover, I would like to hear from you regarding (1) how our NEWSLETTER might be improved and (2) what you would like to see in our NEWSLETTER to make it more interesting to the membership, particularly the newer members.

* * *

THOUSANDS OF RAILROAD JOBS STILL UP IN THE AIR: In our last NEWSLETTER I shared with you how the Reagan Admininstration's deire to get the government out of the railroad business would affect thousands of railroad jobs, further weaken our Railroad Retirement fund and possibly our national defense system. While Amtrak may receive some funds to continue its progress toward becoming profitable funds to keep Conrail on the "right track" and self-supporting is still very questionable.

It has been estimated - and confirmed by the Reagan Administration - that even if the government is successful in getting some railroad to take Conrail approximately 40,000 jobs would be eliminated! Moreover, don't feel YOU won't be hurt because you work for another railroad. Aside from all of the business lost to trucks, which will result in lost jobs due to loss of interchange business with other railroads, our Railroad Retirement System may not survive the loss of such income.

What can YOU do? Take the time right now to write President Reagan, your Congressmen and Senators requesting they support necessary funding to assist both Conrail and Amtrak to become self-supporting including necessary funds for Railroad

P.O. BOX 38038, CINCINNATI, OHIO 45238 513-661-2647

Newsletter of Northeast General Committee has taken on a new look with Parker letterhead and "Newsletter" in a band at the top to get attention.

Durand Lodge 14 meeting of GTW signalmen at Battle Creek, MI finds Brother Parker (second from right) ready for answering questions from members. Others (from left) are: Charles S. Chandler, vice president, BofRS; Ted H. Banicki, local president; Bruce A. Hazard, recording & financial secretary; and Robert C. Buck, local chairman, and vice general chairman, Northeast General Committee.

Checking some agreement rules is Brother Parker (left) with Frank T. Branham, vice general chairman and local chairman of Tri-State Lodge 136.

Listening to John F. Shuh (left) signal testman, is Harvey H. Parker, general chairman. Brother Shuh tells Parker how audio frequency overlay circuit equipment for crossing warning systems are repaired in the Chicago & Western Indiana signal repair shop.

Explaining his views is Brother Parker (left) to R. M. Black, Jr., foreman at Chesapeake & Ohio's signal repair shop at Barboursville, WV. Brother Black is a member of Local Lodge 128.

Keeping up to date on current signal equipment is one of Parker's continuing chores. Here Brother Parker (right) is listening to A. J. Newlands, Grand Trunk Western supervisor of signals, describing the railroad's computer controlled ctc system.

At one of Noble Lodge 3's meetings, Brother Parker (right) points to an agreement rule under consideration. Interested are Jim Walker (left) then local chairman, Indiana Harbor Belt, and Walter W. Altus, Jr., (center) BofRS vice president.

days when his father presided on the bench in the Lewis-Greenup Circuit Court.

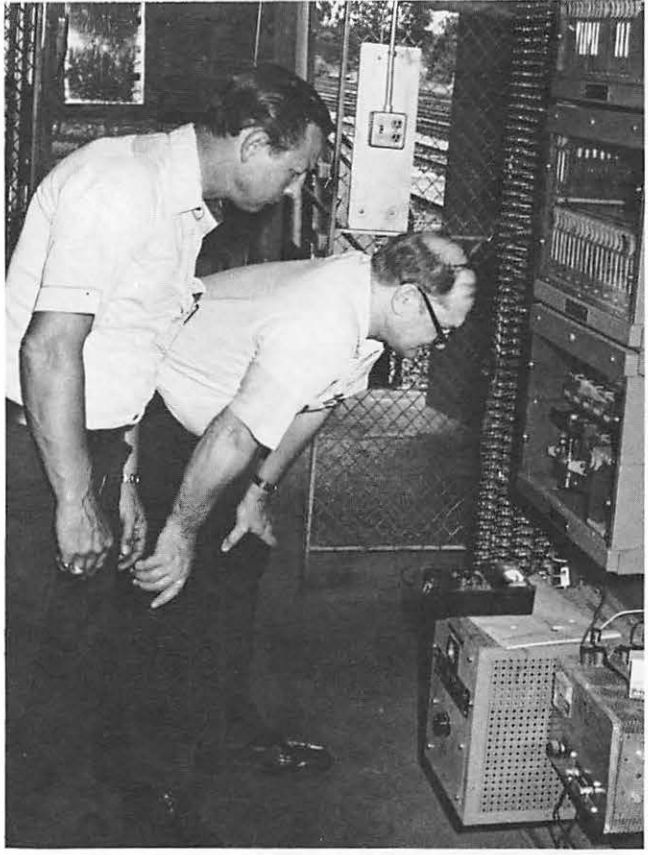
It was natural for a boy growing up in Vanceburg to find railroads a fascination because the C&O Huntington, WV — Cincinnati, OH mainline ran right through town. After beginning signal work in 1945, Parker joined the Brotherhood of Railroad Signalmen on January 2, 1946 and has been a member in good standing ever since. He became active in Gateway Lodge 135 and was elected local chairman in 1953. While local chairman and foreman of a gang installing electro-pneumatic retarders at Stevens yard in Kentucky, his resolve to help signalmen through the union came into play. While working at Stevens yard, the carrier contracted out some of the work that signalmen generally do, so Parker saw at first hand the impact of contracting on the signal craft.

In 1961, Brother Parker was elected recording & financial secretary of Gateway Lodge 135. He found union work rewarding, especially to be involved. Parker's philosophy is that he enjoys helping others. Evidence of this desire was shown when he started a newsletter in 1967. At first the newsletter went only to the membership of Local 135, but in 1969, he requested and received permission to send it to all C&O members. "That newsletter continues today because I feel a need for such communication," Parker says.

In the mid 60's, Brother Parker was again a signal gang foreman and because of the demands of the job gave up the position of local chairman, although he continued to hold the position of recording & financial secretary. In 1968, he was furloughed, at which time he went to Latonia, KY to work for the Louisville & Nashville signal department, then in the process of installing its southbound retarder classification yard. Parker was the signal material man on the yard project. After 6 months, he returned to the C&O to take the job of traveling mechanic, later changed to signal inspector.

Upon return to C&O, he was soon elected local chairman and in 1969, he was elected vice general chairman of the C&O general committee. When Mike Hughes, general chairman, retired in 1971, Parker was elected general chairman.

At this time, the C&O's general chairman was part-time. Parker soon realized that he really could not have two masters, namely members of the Brotherhood and the carrier. "You can't do justice in either position when you're



Checking a meter reading to see if a circuit is grounded finds Brother Parker (right) and Clark E. Swartz, supervisor signal & electrical, Chicago & Western Indiana, at an interlocking on Chicago's south side.

WESTERN-CULLEN-HAYES

HD-350E

Bonding Drill

Does a Special Job, Especially Well

- Rugged—built to last
- Fast, firm mounting to rail
- Drills Head or Web
- Works on new or badly worn rail

Accurate. Controls depth of hole automatically.

Call or write:

WESTERN-CULLEN-HAYES, Inc.
2700 West 36th Place • Chicago, Illinois 60632
Telephone: 312/254-9600 • Telex 25-3206

Noble Lodge 3 meeting finds Brother Parker (left) along with Nicholas F. Balthuis, local chairman, Chicago & Western Indiana; and W. S. Carlson (right) local president, from Indiana Harbor Belt.

part-time — either to the railroad company as an employee or to the union as a general chairman," Parker says.

In 1972, Harvey Parker realized that he could not do an effective job of representing the members unless he could devote full time to the work. He prepared carefully, documenting where he could, and developed a logical case for C&O to have a full-time general chairman. By working as a full-time general chairman, Parker feels he can give 110% to his members. He told his general committee that by going full-time, he would have time to handle grievances, claims and agreement matters. He would have time to get completely involved, he would have time to research cases handled at the National Railroad Adjustment Board. He would have time to interview members, keeping in contact with them, and be more able to deal with the carrier. He would be able to continue and improve upon his quarterly newsletter. Service, Parker said, is the only thing the union has to sell. The Brotherhood is a service organization and Parker intends to do his best to make it work. "When I talk to carrier officers, I am talking as an equal representing the members and not as an employee. I am not beholden to the carrier for my job," Parker says. He finds he gets attention and respect for his position as a full-time union official.

His points were well taken by the general committee which voted to go for full-time representation. Also, they sold the idea to the local lodges on the C&O, and voted to increase dues to pay for the full-time general chairman's position. In April 1973, the Pere Marquette district of C&O voted to join the C&O general committee, so Parker now represented all signalmen on the Chesapeake & Ohio.

Parker has been reelected general chairman ever since. His dedication to the membership became known outside the C&O general committee. From 1972 to 1974, Brother Parker also worked at Grand Lodge of the Brotherhood on a part-time basis preparing cases for the National Railroad Adjustment Board. In addition to C&O cases, Parker prepared appeals of signalmen on other railroads. This gave him more practical experience in grievance handling. This taught him how to research, dig out facts, develop logical reasoning and develop facts to support the cases. This work at Grand Lodge enabled him to develop and mature in his vital work for the members.

In 1976, Grand Trunk Western voted to join the C&O general committee effective December 1, 1976 to enable Parker to be full-time general chairman for them. Robert C. Buck, then GTW general chairman, was elected vice general chairman of the renamed Northeast General Committee and has served in that position ever since. Indiana Harbor Belt joined NEGC in 1978 and a year later, Chicago & Western Indiana became a full-fledged member of NEGC. In 1978, the NEGC agreed to represent signal employees on the Ann Arbor and in 1980 signalmen on the Detroit & Mackinac started receiving representation from the NEGC.

Parker works with people, say his colleagues. He is people oriented. And watching him at work can be a pleasure, especially for experienced union leaders. At meetings, he is able to sooth troubled waters. Also, he is able to demonstrate that rare quality of handling himself well in a meeting or large gathering, yet is very good in working one-on-one with individual members. These qualities stand him well in working with the carrier as well as with members.

Parker's rapport with carrier officials is excellent, say associates. Although names and specific incidents cannot be mentioned, it is a known fact that in several investigations of individual members by carrier officers, sentences have been reduced, justice has been done. In some instances, Parker working with the carrier has been able to get investigations cancelled and the member receives only an oral reprimand. In other instances, jobs have been saved — admittedly a member may lose pay for awhile. If possible, save the job, is one of Parker's maxims.

Dealing with people is really what the general chairman's job is all about, and Brother Parker finds it rewarding, along with the heartaches. A family man, he finds his homelife, although somewhat shortened attending local meetings on Fridays, Saturdays and Sundays, is very rewarding. His wife Marian of some 31 years is very much supportive of his activities. They have two sons: Jerry in the US Air Force and Kent who just graduated from high school. A daughter Debra is in her twenties.

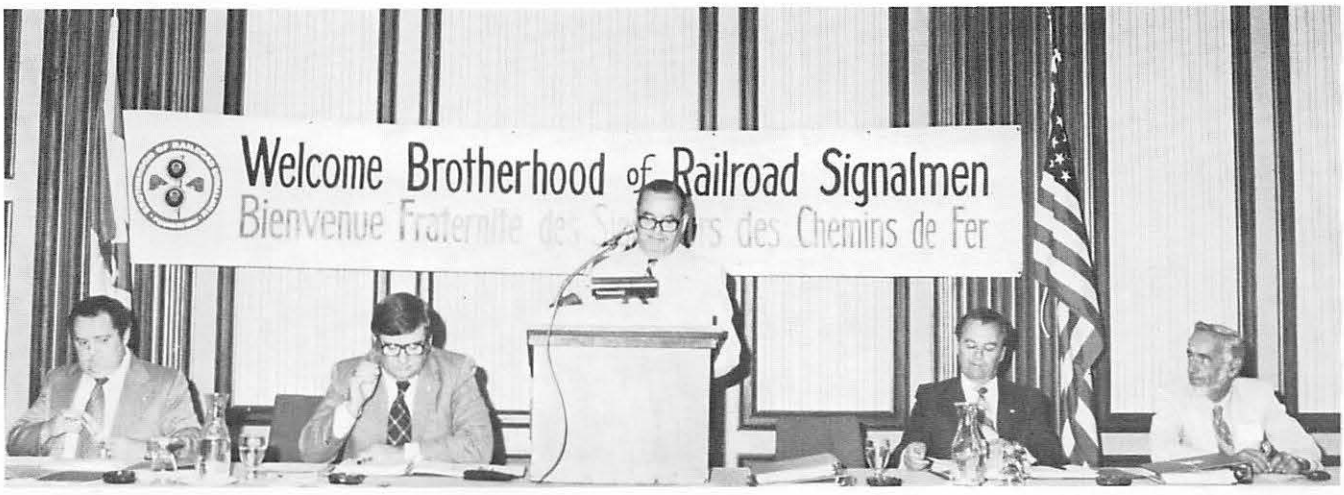
Parker finds that his training and education have never stopped since becoming general chairman. He has attended the three union officer training seminars held at the AFL-CIO George Meany Center for Labor Studies in Silver Spring, MD. Also, he has attended several regional meetings and local lodge officer training sessions conducted by the Brotherhood.

All the above training, he feels, makes him a better person and a much better union officer. "Union work, just like signal work, is a challenge, but I get satisfaction out of it. I tell my members to never let me forget that I work for them. To work for their best interests, I have to know what they want. So tell me," he says.

Brother Parker realizes that probably one of the loneliest times for him is when he has to make a decision for all the membership, yet one or two individuals may not agree with it. In the long run he knows it will be best for all. "This is the time to have your facts at hand so you can confidently tell the membership that my proposal is in their best interest," Parker says.

As general chairman, Parker also realizes that he has counsel from Grand Lodge Officers, especially the two vice presidents in his territory. They are Walter W. Altus, Jr., and Charles S. Chandler. As general chairman he also works with President R. T. Bates, Secretary-Treasurer W. D. Best, and Grand Lodge Vice President M. B. Frye.

Harvey H. Parker, general chairman, a gentle man who is truly a union officer with compassion and wisdom. That from those who know him, is the best way to end this article.



Opening the Canadian general committee meeting was A. Norman Cotton (center) retired general chairman and grand lodge representative. Others (from left) are: Anthony G. Cunningham, John E. Platt, Roger E. McCaughan and James R. Dickson.

Canadians ok notice to railways

WINNIPEG, MANITOBA, August 10-14, 1981: Meetings of the Executive Committee and the Canadian General Committee were busy — over 100 resolutions were discussed and voted on — and successful. Several actions were taken to not only carry forward the business of the Brotherhood of Railroad Signalmen in Canada, but advanced the causes of the craft and the members. Several important items were handled, including the following:

—Passage of a resolution approving a general notice to be served on Canadian railroads October 1, 1981. Also passed, was a resolution setting up a negotiating committee with geographic representation across Canada, consisting of assistant general chairmen. Also on the committee are the two general chairmen and the vice president, who is chairman of the negotiating committee.

—Election of officers of the general committee including two general chairmen and the general secretary-treasurer.

—Reports of the activities of the general committee officers were presented and discussed.

—Passage of resolutions seeking changes in existing agreements on individual railroads. These resolutions will guide the general chairmen and the vice president in their negotiations with the railroads. These resolutions were developed by the local lodges and sent to the general committee for its consideration and action. These resolutions are in addition to the Article III demands now being under negotiation with the carriers (see July-August issue of *The Signalman's Journal,* pages 88-90).

The Executive Committee of the Canadian General Committee met Monday and Tuesday to discuss the various resolutions, common for negotiating with the railways. After discussion, the general notice was approved for presentation to the general committee. Other resolutions pertaining to the general committee and its operations were discussed by the Executive Committee which made recommendations for General Committee action.

Executive Committee members present were: John E. Platt, vice president, chairman; Anthony G. Cunningham, general chairman and general secretary-treasurer; Roger

WINNIPEG, MANITOBA, 10-14 août 1981. Les réunions du comité exécutif et du comité général canadien ont été bien remplies: plus de 100 résolutions ont été discutées et mises aux voix. Plusieurs des mesures qui ont été adoptées serviront, non seulement à promouvoir au Canada la cause de la Fraternité des signaleurs de chemins de fer, mais aussi à promouvoir les intérêts de la profession et de ses membres. Voici certains des principaux points à l'ordre du jour:

—Adoption d'une résolution à l'effet qu'un avis général soit expédié à tous les chemins de fer canadiens, le ler octobre 1981. Adoption d'une autre résolution établissant un comité de négociation représentant toutes les régions du Canada et comprenant les présidents généraux adjoints et, en plus, les deux présidents généraux ainsi que le vice-président qui préside le comité de négociation.

—Élection des membres du comité général, y compris deux présidents généraux et le secrétaire-trésorier général.

—Présentation et discussion des rapports des membres du comité général.

—Adoption de résolutions tendant à modifier certaines ententes conclues avec des chemins de fer. Ces résolutions serviront de points de repère aux présidents généraux et au vice-président, dans leurs négociations avec les chemins de fer. Ces résolutions avaient été formulées par les sections locales et soumises au comité général pour qu'on les étudie et qu'on leur donne la suite appropriée. Ces résolutions ne doivent pas être confondues avec celles qui découlent de l'article III et qui font déjà l'objet de négociations avec les transporteurs. (Voir The Signalman's Journal, numéro de juillet-août, pages 88-90).

Le comité exécutif du comité général canadien s'est réuni, lundi et mardi, pour discuter de ces diverses résolutions qui doivent faire l'objet de négociations avec les chemins de fer. Après en avoir discuté, on s'est mis d'accord sur le texte d'un avis général à présenter au comité général. D'autres résolutions ayant trait au comité général ou à son mode de fonctionnement ont été discutées par le comité exécutif qui a transmis ses recommandations au comité général, en lui demandant d'y donner suite.

Canadian General Committee met in Winnipeg, Manitoba during the week of August 10, 1981

E. McCaughan, general chairman and grand lodge representative; Victor Bernier, Quebec, North Shore & Labrador, assistant general chairman, and local chairman Local Lodge 217; Harold C. Hueston, Ontario Northland, assistant general chairman, and local chairman Northland National Lodge 204; Raymond S. Mills, CP Rail, assistant general chairman and local chairman of Queen City Lodge 122; David McAlpine, Toronto, Hamilton & Buffalo, assistant general chairman, and local chairman of Hamilton Lodge 47; Dennis McManus, Canadian National, assistant general chairman and local chairman of Citadel Lodge 205; Wallace W. Schaefer, CN, assistant general chairman and local chairman of Burman Lodge

Les membres présents du comité exécutif étaient: John E. Platt, vice-président, qui a présidé la réunion; Anthony G. Cunningham, président général et secrétaire-trésorier général; Roger E. McCaughan, président général et représentant de la Grande Loge; Victor Bernier, Québec, Rive Nord et Labrador, président général adjoint et président de la section locale 217; Harold C. Hueston, Ontario Nord, président général adjoint et président de la section locale 204 du Grand Nord; Raymond S. Mills, CP Rail, président général adjoint et président de la section locale Queen City 122; David McAlpine, Toronto, Hamilton et Buffalo, président général adjoint et président de la section locale 47 de Hamilton; Dennis McManus, CN,

Over 100 resolutions were considered, discussed and voted upon at the Canadian general committee meeting.

165; Harry Tracz, CN, assistant general chairman and local chairman of Edmonton Lodge 202; Kenneth White, Toronto Terminals, assistant general chairman and local chairman of Local Lodge 175; Ronald E. York, CP Rail, assistant general chairman and local chairman of Cariboo Lodge 192; and John McCormick, CN, local chairman of St. Charles Lodge 187, and chairman, Canadian General Committee Board of Trustees.

Guests at the meeting included the two other board of trustees members James R. Dickson, CN, secretary, and local chairman of Northland National Lodge 204; and Edward LaFranchise, local chairman of Victory Lodge 144.

Brother A. Norman Cotton, retired general chairman and grand lodge representative, opened the general committee meeting on Wednesday morning. After an opening prayer by Brother James R. Dickson, Brother Cotton welcomed members and their families to the meeting and Winnipeg. He said he was very happy to attend and would enjoy the opportunity to renew old friendships and meet the newer members.

To honor and pay respects for the memory of Brother Harold Stockdale and Mrs. C. R. "Jenny" Scott, members and guests stood for a moment of silence. Mrs. Scott, who died in February of this year, was the widow of Brother Bob Scott, former Grand Lodge Trustee. Brother Stockdale retired general chairman and grand lodge representative, died in December 1980.

Roger E. McCaughan, general chairman and grand lodge representative, then welcomed everyone to the meeting and to Winnipeg. Brother McCaughan also repeated his welcome in French.

John E. Platt, vice president, wished everyone a most enjoyable visit and told members that a busy schedule was ahead of them, but assured them that full discussion would give everyone a chance to comment.

He announced that President R. T. Bates and Secretary-Treasurer W. D. Best would not be able to attend due to negotiations with US carriers on a new agreement and with ConRail in implementing the newly signed craft and class agreement. He relayed a message from President Bates in which he expressed his

président général adjoint et président de la section locale Citadelle 205; Wallace W. Schaefer, CN, président général adjoint et président de la section locale Burman 165; Harry Tracz, CN, président général adjoint et président de la section locale Edmonton 202; Kenneth White, Toronto Terminals, président général adjoint et président de la section locale 175; Ronald E. York, CP Rail, président général adjoint et président de la section locale Caribou 192; et John McCormick, CN, président de la section locale St-Charles 187 et président du conseil d'administration du comité général canadien.

Ont assisté à la réunion à titre d'invités, entre autres: les deux autres membres du conseil d'administration: James R. Dickson, CN, secrétaire et président de la section locale Northland National 204; et Edward LaFranchise, président de la section locale Victory 144.

Le frère A. Norman Cotton, président général retraité et représentant de la Grande Loge, a inauguré la réunion du comité général, le mercredi matin. Après une prière de circonstance, récitée par le frère James B. Dickson, le frère Cotton a souhaité la bienvenue à le réunion et à Winnipeg, aux membres ainsi qu'à leurs familles. Il s'est dit très heureux de pouvoir assister à cette réunion où il se fera un plaisir de renouer de vieilles amitiés et de faire de nouvelles connaissances.

Pour rendre hommage à deux disparus, le frère Harold Stockdale et Mme C.R. "Jenny" Scott, les membres et les invités se sont levés et ont observé quelques moments de silence. Mme Scott, qui est décédée en février 1981, était la veuve du frère Bob Scott qui avait été conseiller de la

A notice to be served on the Canadian railways on October 1 was discussed and approved.

disappointment at not being able to attend (also due to the Air Traffic Controllers strike in the US) and wished everyone a most successful meeting.

Platt announced that Victor Matity, now holding a supervisor's position had resigned as grand lodge trustee. President Bates appointed A. G. Cunningham, general chairman and general secretary-treasurer, to fill out the unexpired term of Canadian member on the Grand Board of Trustees.

A. G. Cunningham, general secretary-treasurer, who made the arrangements for the meeting, welcomed everyone to Winnipeg. He wished them well in their deliberations. He explained the agenda and described the events planned for the ladies and family members.

Robert W. McKnight, editor, *The Signalman's Journal,* briefly described the mechanics of publishing TSJ. Lead time for material is two months before publication. He asked members to pass the word, especially to recording secretaries, that if they write minutes of local lodge meetings, to send the editor a copy. He can then prepare an item for publication. Also, Brother McKnight thanked members for their generous support to him and TSJ. He was most grateful for the readership results in Canada that indicated almost 90% read TSJ always and often.

Following a break, the regular meeting of the Canadian general committee was chaired by Vice President John E. Platt. Upon a recommendation of the executive committee, discussion was held concerning the general notice to be served on the railways October 1, 1981. This notice was prepared from the resolutions submitted to the general committee by the local lodges. As many resolutions dealt with the same subject, the officers and the executive committee sifted them, and came up with the notice. Members of the general committee were given a notebook containing all resolutions submitted by the locals so they would be able to trace the origins of the items in the notice. After considerable discussion, the notice was approved.

Also two resolutions were approved, after much discussion, for handling national negotiations. One resolution (printed separately) set up guidelines for negotiations. This resolution allows the signalmen to negotiate in concert with other rail unions or separately. If in concert with other unions, wage adjustments must be applied in percentage terms. This condition to be obtained from the other unions if the signalmen are in joint negotiations with them.

A second resolution sets up a negotiating committee to handle these national negotiations. It is composed of Vice

Grande Loge. Le frère Stockdale, président général à sa retraite et représentant de la Grande Loge, est décédé en décembre 1980.

Roger E. McCaughan, président général et représentant de la Grande Loge a ensuite souhaité la bienvenue à chacun, tant à le réunion qu'à Winnipeg. Le frère McCaughan a répété sa bienvenue en français.

Le vice-président, John E. Platt a souhaité à chacun un séjour des plus agréables mais a prévenu les membres que l'ordre du jour était chargé tout en les assurant que, lors des réunions plénières, chacun aurait l'occasion de prendre la parole.

Il a annoncé à l'assistance que le président R. T. Bates et le secrétaire-trésorier W. D. Best ne pourraient participer à cette réunion, en raison de négociations avec des transporteurs des Etats-Unis au sujet d'une nouvelle convention et avec ConRail au sujet d'une convention nouvellement conclue, relative aux métiers et aux classes. Il a donné lecture à l'assistance d'un message du président Bates où ce dernier exprimait ses regrets de ne pouvoir être présent en raison de la grève des contrôleurs aériens aux États-Unis et formulait des voeux à chacun pour le succés de la réunion.

Platt a annoncé que Victor Matity, qui détenait un poste de superviseur, avait remis sa démission comme membre du conseil d'administration de la Grande Loge. Le président Bates a ensuite nommé A. G. Cunningham, président général et secrétaire-trésorier général pour combler le poste du représentant canadien au conseil d'administration de la Grande Loge, pour le reste du mandat.

A. G. Cunningham, secrétaire-trésorier général et organisateur de la réunion, a souhaité aux délégués une cordiale bienvenue à Winnipeg et tout le succès possible dans leurs délibérations. Il a ensuite apporté quelques précisions à l'ordre du jour et exposé le programme organisé pour les épouses et autres membres de la famille des délégués.

Robert W. McKnight, rédacteur du *Signalman's Journal* a exposé brièvement les diverses opérations que comporte la publication de son journal. Le texte des articles à publier doit être soumis deux mois avant la publication. Il a demandé aux membres présents de faire savoir aux intéressés et surtout à ceux qui ont la tâche de rédiger des procès-verbaux dans les sections, de lui en faire parvenir une copie afin qu'il puisse en extraire ce qui est matière à nouvelles. Le frère McKnight a remercié les membres de l'appui qu'ils lui accordent, à lui-même et à

Canadians pass resolution to guide them in negotiations

RESOLUTION

WHEREAS the Brotherhood of Railroad Signalmen will be serving notice and entering into negotiations on its contracts in 1981, and;

WHEREAS a contract settlement applied to straight time rates as cents per hour is not advantageous to members of the Brotherhood of Railroad Signalmen, and;

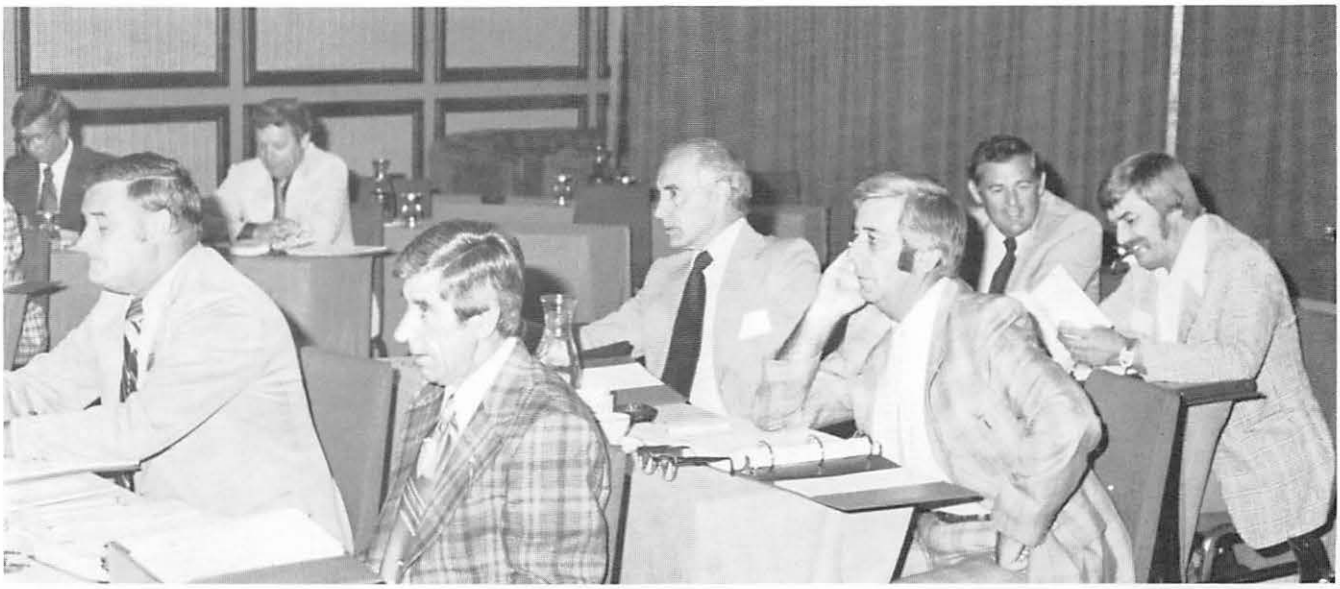
WHEREAS the Brotherhood of Railroad Signalmen is a joint signatory with other Railroad Unions to many agreements, including the Pension Plan, and;

WHEREAS the Brotherhood of Railroad Signalmen recognizes that they cannot reasonably expect to secure benefits more favourable than other Railroad Unions in these joint agreements, and;

WHEREAS it could be advantageous to the members of the Brotherhood of Railroad Signalmen to be part of united concerted negotiations in many areas, Pension, Drug, Dental, Cost of Living Clause, etc., therefore,

BE IT RESOLVED that the individual railroad signal negotiating committees continue their resolve to obtain favourable Article III agreements on their individual Railroads, and;

BE IT FURTHER RESOLVED that the National Negotiating Committee for Canada of the Brotherhood of Railroad Signalmen, be empowered to join in joint conference with other Railroad Unions to secure a favourable contract settlement, this providing that a commitment is obtained from the other Unions that, with the exception of COLA adjustments, all other adjustments to straight time rates during the next contract period be applied to employees represented by the Brotherhood of Railroad Signalmen in percentage terms.



Canadian general committee executive committee met Monday and Tuesday, August 10 and 11. Shown here (left to right) are: first row left— Kenneth White, assistant general chairman, Toronto Terminals and David McAlpine, assistant general chairman, Toronto, Hamilton & Buffalo; second row (center)— Edward LaFranchise, CP local chairman Victory Lodge 144 and Raymond S. Mills, assistant general chairman, CP Rail lines East; third row (right)— Ronald E. York, assistant general chairman, CP Rail lines West, and Harry Tracz, assistant general chairman, CN Prairie and Mountain regions.

Chairing the Executive Committee meeting is John E. Platt (second from left) BofRS vice president. Also at the head table are (from the left): Anthony G. Cunningham, general chairman and general secretary-treasurer; A. Norman Cotton, retired general chairman and grand lodge representative; and Roger E. McCaughan, general chairman and grand lodge representative.

Others attending the Executive Committee meeting are: first row (front, left to right)— James R. Dickson, CN local chairman, Northland National Lodge 204 and Wallace W. Schaefer, assistant general chairman, CN Great Lakes Region; second row (center, left to right)— Victor Bernier, assistant general chairman, Quebec, North Shore & Labrador, and Dennis McManus, assistant general chairman, CN Atlantic & St. Lawrence regions; third row (back, left to right)— Harold C. Hueston, assistant general chairman, Ontario Northland, and John McCormick, CN local chairman St. Charles Lodge 187.

Newly elected Canadian General Committee officers are installed by John E. Platt (left) Brotherhood vice president. From the left are: Edward La Franchise, CP Local 144, member board of trustees; Anthony G. Cunningham, general chairman & general secretary-treasurer; Wallace W. Schaefer, CN Local 165, assistant general chairman; David McAlpine, assistant general chairman, TH&B Local 47; Ronald E. York, CP Local 192, assistant general chairman; Roger E. McCaughan, general chairman & grand lodge representative; Dennis McManus, CN Local 205, assistant general chairman; Victor Bernier, QNS&L Local 217, assistant general chairman; William P. Rodway, assistant general chairman, CN Local 203; Raymond S. Mills, CP Local 122, assistant general chairman; James R. Dickson, CN Local 204, secretary board of trustees; and John McCormick, CN Local 187, chairman board of trustees.

President John E. Platt, as chairman; General Chairmen Anthony G. Cunningham and Roger E. McCaughan; and assistant general chairmen William P. Rodway, representing western Canada with alternate Ronald E. York. Raymond S. Mills, assistant general chairman on the negotiating committee represents central Canada with alternate Wallace W. Schaefer. The other member of the committee is Dennis McManus, assistant general chairman, representing eastern Canada. His alternate will be selected by the negotiating committee. The chairman will represent the committee on any inter-union negotiating committee and will report periodically to this BofRS Canada negotiating committee.

Another resolution of general interest was passed concerning the improvement of Brotherhood service to members. The general committee will reimburse local lodges for wages of a local chairman up to a maximum of 5 working days or one work week for a visit to members of his local's jurisdiction once each term of office. The local lodge will pay for expenses. The local chairman will send a report to the local lodge and to Vice President Platt.

A review of the BofRS group life insurance provided by Great West Life Assurance Company was presented by James A. Scaber, president of Corporate Benefit Planning Services Ltd., who administers the plan. It has been in force for about 19 months, so it is too early to make changes or extend coverage. Scaber said it takes about 2-3 years of experience before one should make changes. So far, he said, premiums have more than covered payouts.

The Canadian membership survey was discussed with several comments and questions from committee members. Results covering all Canada are printed along with this article. Each local chairman received a report of

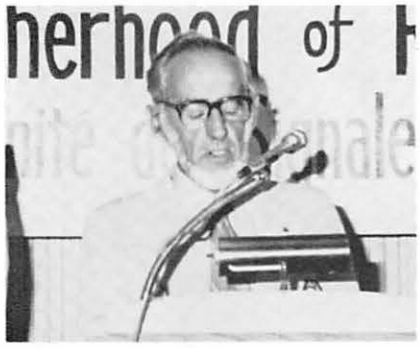
leur Journal. Il s'est dit très satisfait des résultats de l'enquête qui indiquent que près de 90% des membres lisent ce journal *toujours* ou *souvent*.

Après une pause, l'assemblée régulière du comité général canadien s'est ouverte sous la présidence du vice-président John E. Platt. Sur la recommandation du comité exécutif, la discussion s'est amorcée sur le texte de l'avis général qui doit parvenir aux chemins de fer le ler octobre 1981.

Cet avis a été préparé à partir des résolutions soumises au comité général par les sections locales. Comme plusieurs résolutions portaient sur les mêmes sujets, les dirigeants et les membres du comité exécutif en avaient fait le dépouillement pour en extraire la substance de l'avis. On a remis aux membres du comité général un recueil de toutes les résolutions soumises par les sections locales, pour leur permettre de retracer la provenance des divers éléments incorporés dans le texte de l'avis. Après une longue discussion, le texte de l'avis a été approuvé.

Après en avoir longuement discuté, les membres ont aussi adopté deux résolutions ayant trait à la conduite des négociations sur le plan national. L'une d'elles (annexée au présent rapport) établit certaines normes à respecter lors des négociations. Cette résolution permet aux signaleurs de négocier conjointement avec d'autres chemins de fer ou séparément. Toutefois, dans le cas de négociations conjointes, les ajustements de salaire devront être exprimés "en pourcentages". Les autres syndicats qui veulent négocier conjointement avec les signaleurs devront se plier à cette condition.

La seconde résolution établit un comité de négociation en vue des négociations sur le plan national. Il est composé du vice-président John E. Platt, comme président, des présidents généraux Anthony G. Cunningham et Roger E. McCaughan, du président William P. Rodway représentant l'Ouest canadien avec, comme suppléant,



Opening prayer is given by James R. Dickson, CN local chairman of Northland National Lodge 204 and secretary Canadian general committee board of trustees.

Chairing the Canadian general committee meeting was John E. Platt, BofRS vice president.

Welcoming members to Winnipeg was Roger E. McCaughan, general chairman and grand lodge representative. He spoke in both English and French.

Minutes of the general committee meeting were taken by Marilyn Adams, secretary to Vice President John E. Platt.

Describing events for members and the ladies was the pleasant duty of Anthony G. Cunningham, general chairman and general secretary-treasurer.

Old friends pose for the TSJ camera. They are Dennis McManus (left) CN local chairman of Citadel Lodge 205, and A. Norman Cotton, retired general chairman and grand lodge representative.

Executive Committee of Canadian general committee poses for TSJ camera. Standing (left to right) are: Victor Bernier, assistant general chairman, QNS&L; John McCormick, chairman board of trustees; Harry Tracz, CN assistant general chairman; Dennis McManus, CN assistant general chairman; Kenneth White, TT assistant general chairman; Harold C. Hueston, ONR assistant general chairman; Raymond S. Mills, assistant general chairman, CP; Ronald E. York, CP assistant general chairman; and Wallace W. Schaefer, CN assistant general chairman. Seated (left to right) are: David McAlpine, assistant general chairman TH&B; Roger E. McCaughan, general chairman and grand lodge representative; Anthony G. Cunningham, general chairman and general secretary-treasurer; John E. Platt, BofRS vice president; and A. Norman Cotton, retired general chairman and grand lodge representative.

Checking materials handed out at the general committee meeting are (left to right): first row— William P. Rodway, CN local chairman of Saskatchewan Lodge 203; Charles Vidness, CP local chairman of Local 203; Arnie N. Wright, CP local chairman of Winnipeg Centre Lodge 12 and David McAlpine, TH&B local chairman of Hamilton Lodge 47; second row— Edward LaFranchise, CP local chairman of Victory Lodge 144; John Goda, CN local chairman of Local 12 and Terry M. Rafter, CN local chairman of Local 12; third row— Donald G. Jennings, CP local chairman of Local 125; Edward J. Smith, CN local chairman of Local 223; D. Ali Forsythe, CN local chairman of W. J. Gillis Lodge 167 and Harry Tracz, CN local chairman of Edmonton Lodge 202.

Interested in the general committee meeting are (from the left): Glen A. Bustard, CP local chairman New Brunswick Lodge 184; Donald G. Jennings (foreground) CP local chairman of Foothills Lodge 125; Ronald E. York, CP local chairman of Cariboo Lodge 192; D. C. "Des" Bayly, CN local chairman of Central Lodge 124; Edward J. Smith (foreground), CN local chairman of Thompson Lodge 223 and Michael G. Harty, CN local chairman of Local Lodge 224.

Canadian general committee meeting found these members in attendance. First row (left to right) are: Robert N. Strachan, CP local chairman of Queen City Lodge 122 and Wallace W. Schaefer, CN local chairman of Burman Lodge 165. Second row (left to right) are: Harold C. Hueston, ONR local chairman of Northland National Lodge 204; John G. Wiznuk, CP local chairman of Algoma Lodge 189; Raymond S. Mills, CP local chairman of Local Lodge 122 and Kenneth White, TT local chairman of Local Lodge 175.

Members at the Canadian general committee included (left to right) Pat G. O'Hara, CP local chairman of Beaver Lodge 196; Kenneth White, TT local chairman (foreground); John Hendricks, CN local chairman of Northland National Lodge 204; James R. Dickson, CN local chairman of Local Lodge 204; and John McCormick, CN local chairman of St. Charles Lodge 187.

the survey broken down into all Canada, his particular railroad's results and results for his local lodge. All figures are in percentages of replies received.

As for the outlook for general negotiations, Brother Platt said that progress is being made on the Article III demands of the individual railways. He believes that a 2-year agreement might be the feasible one to obtain this time. One-year agreements are so short that much time is spent negotiating one and preparing for the next one. Some feel that a 3-year agreement is fine because of the cost-of-living adjustment. On the other hand with rapidly changing economic conditions, railways may want to have a shorter agreement. In any case, Brother Platt feels that with the setting up of the National Negotiating Committee for Canada of the Brotherhood of Railroad Signalmen, the outlook is good for participation and representation of views of signalmen from all parts of the country.

All day Thursday, members spent discussing and voting on local lodge resolutions dealing with agreement changes

Ronald E. York; du président général adjoint Raymond S. Mills représentant le Canada central avec, comme suppléant, Wallace W. Schaefer. L'autre membre de ce comité est le président général adjoint Dennis McManus représentant l'Est canadien. Son suppléant sera choisi par le comité de négociation.

Le président sera le représentant du comité auprès de tout comité inter-syndical et soumettra des rapports périodiques à ce comité de négociation de la Fraternité des signaleurs de chemins de fer.

On a adopté une autre résolution d'intérêt général, visant à améliorer les services que la Fraternité offre à ses membres. Le comité général remboursera aux sections locales le salaire de son président local jusqu'à concurrence de 5 jours ouvrables, soit une semaine de travail, pour lui permettre, une fois pendant la durée de son mandat, de visiter les membres sous sa juridiction. Les sections locales devront toutefois acquitter les frais de déplacement. Pour sa part, le président local devra faire parvenir un rapport de ses visites à sa section locale et au vice-président Platt.

Listening to discussion are (left to right) Charles J. Newlands, CN local chairman of W. J. Gillis Lodge 167; J. Bernard Cuerier, local president of Young Pioneers Lodge 118; Ray Ayotte, CN local chairman of Local Lodge 118; John McCormick (foreground) chairman Canadian board of trustees; Victor Bernier, QNS&L local chairman of Local Lodge 217; and Dennis McManus, CN local chairman of Citadel Lodge 205.

pertaining to specific railways. One group consisting of local chairmen from CP Rail and Toronto, Hamilton & Buffalo met under the chairmanship of Brother Tony Cunningham. Members of this group included Raymond S. Mills, assistant general chairman, CP Rail east and local chairman of Queen City Lodge 122; David McAlpine, assistant general chairman, TH&B, and local chairman of Hamilton Lodge 47; Ronald E. York, assistant general chairman, CP Rail west and local chairman of Cariboo Lodge 192; Glen A. Bustard, CP, local chairman of New Brunswick Lodge 184; Donald G. Jennings, CP, local chairman of Foothills Lodge 125; Patrick G. O'Hara, CP, local chairman of Beaver Lodge 196; Robert N. Strachan, CP, local chairman of Local Lodge 122; Charles Vidnes, CP, local chairman of Saskatchewan Lodge 203; John G. Wiznuk, CP, local chairman of Algoma Lodge 189; Arnold N. Wright, CP, local chairman of Winnipeg Centre Lodge 12; and Edward LaFranchise, CP, local chairman of

Chairing the CP-TH&B meeting is Anthony G. Cunningham (left) general chairman and general secretary-treasurer. Assisting is John E. Platt, vice president.

James A. Scaber a passé en revue le programme d'assurance-vie de groupe, offert aux membres de la Fraternité par la Great West Life Assurance Company. M. Scaber est président de la Corporate Benefit Planning Services Ltd qui administre ce programme. Ce programme n'étant en vigueur que depuis 19 mois, il est trop tôt pour y apporter des modifications ou en augmenter le montant. Selon Scaber, il faudrait attendre deux ou trois ans avant de songer à faire des changements mais, jusqu'ici, les primes payées ont amplement couvert le montant des réclamations.

Il y eut ensuite une discussion sur l'enquête menée parmi les membres de nationalité canadienne. Les membres du comité ont fait divers commentairès et posé plusieurs questions. Les résultats provenant de toutes les régions du Canada sont incorporés dans le présent article. Le président de chaque section local a reçu un rapport de cette enquête donnant les résultats pour l'ensemble du Canada, pour le chemin de fer desservant sa localité et pour sa propre section locale. Toutes les données sont exprimées en pourcentages.

Lorsqu'on lui a demandé comment, d'une façon générale, se présentaient les négociations, le frère Platt a déclaré que l'on avait fait certains progrès sur les demandes des divers chemins de fer, qui sont reliées à l'article II. Il croit qu'il sera possible, cette fois, d'en arriver à une convention d'une durée de deux ans. Quant à la convention d'une durée d'un an, elle est si courte qu'il faut vraiment consacrer beaucoup de temps à la négocier et presqu'aussitôt, commencer à préparer la suivante. Certains sont d'avis que la convention de trois ans est acceptable à cause de l'indexation. Par contre, les conditions économiques èvoluent si rapidement que les cheminots pourraient bien opter pour une convention d'une durée moindre. À tout événement, le frère Platt est d'avis que l'établissement

Resolutions of concern to CP Rail and Toronto, Hamilton & Buffalo members were discussed at this meeting. Shown here (left to right) are: Raymond S. Mills, CP local chairman of Queen City Lodge 122; Glen A. Bustard, CP local chairman of New Brunswick Lodge 184; Edward LaFranchise, CP local chairman of Victory Lodge 144; Charles Vidness, CP local chairman of Saskatchewan Lodge 203; Arnie N. Wright, CP local chairman of Winnipeg Centre Lodge 12; and Donald G. Jennings, CP local chairman of Foothills Lodge 125.

Others at the CP-TH&B meeting are (left to right): John G. Wiznuk, CP local chairman of Algoma Lodge 189; Robert N. Strachan, CP local chairman of Queen City Lodge 122; Ronald E. York, CP local chairman of Cariboo Lodge 192; Pat G. O'Hara CP local chairman of Beaver Lodge 196; and David McAlpine, TH&B local chairman of Hamilton Lodge 47.

Chairing the CN-ONR-TT meeting was Roger E. McCaughan (center) grand lodge representative and general chairman. Assisting and interested are John E. Platt (left) vice president, and A. Norman Cotton, retired general chairman and grand lodge representative.

Others in the CN-ONR-TT meeting are (left to right): first row— Harold C. Hueston, ONR local chairman Northland National Lodge 204; Kenneth White, TT local chairman Local 175 and Wallace W. Schaefer, CN local chairman Burman Lodge 165; second row— John Hendricks, CN local chairman Local 204, James R. Dickson, CN local chairman Local 204, and John McCormick, CN local chairman St. Charles Lodge 187; third row— Charles J. Newlands, CN local chairman W. J. Gillis Lodge 167, Ray Ayotte, CN local chairman Young Pioneers Lodge 118, J. Bernard Cuerier, local president Local 118 and Dennis McManus, CN local chairman Citadel Lodge 205.

Resolutions pertaining to members of Canadian National, Ontario Northland and Toronto Terminals were discussed on Thursday. Shown here (left to right) are: first row— William P. Rodway, CN local chairman Saskatchewan Lodge 203; second row— John Goda, CN local chairman Winnipeg Centre Lodge 12 and Terry M. Rafter, CN local chairman Local 12; third row— Edward J. Smith, CN local chairman Thompson Lodge 223, D. Ali Forsythe, CN local chairman W. J. Gills Lodge 167 and Harry Tracz, CN local chairman Edmonton Lodge 202; fourth row— D. C. "Des" Bayly, CN local chairman Central Lodge 124 and Michael G. Harty, CN local chairman Local Lodge 224.

Overview of Canadian general committee meeting which was a busy one. Members discussed and voted on over 100 resolutions.

Victory Lodge 144.

Resolutions approved by these CP-TH&B local chairmen covered the following items (this listing does not include all resolutions):

—Skill differential.

—Railway pay one-half of cost of watches, and for cleaning and repair of railroad watches.

d'un comité national de négociation pour le Canada, au sein de la Fraternité des signaleurs de chemins de fer, semble indiquer que les signaleurs de toutes les régions du pays seront bien représentés et auront amplement d'occasions d'exposer leurs vues.

La journée du jeudi a été entièrement consacrée à discuter et à voter sur des résolutions soumises par des

BofRS serves notice on Canadian railways

WAGES

January 1, 1982, all rates of pay in effect December 31, 1981 of the employees represented by the Brotherhood of Railroad Signalmen shall be increased by an amount composed of the following increases:

First — an increase to eliminate the inequities created in the past so that all rates of pay be raised to the level it should be.

Second — an increase to ensure that all employees represented by this group get their fair share of the increase in real national product: this increase shall be equal to the long run increase in productivity per man-hour.

Third — an increase to ensure recognition of skills.

Fourth — an increase to ensure that all employees represented by this group are fully protected against the effects of inflation on their wages and salaries.

COST OF LIVING CLAUSE

A cost of living clause shall be incorporated in the agreement in order to fully guarantee the protection of real wages.

OVERTIME

All agreements shall be amended to provide for "double time payment for all overtime worked wherever time and one-half is paid."

All agreements shall be amended to provide for

AVIS

SALAIRES

À compter du ler janvier 1982, tous les salaires en vigueur au 31 décembre 1981, pour des employés représentés par la Fraternité des signaleurs de chemins de fer, seront majorés d'un montant formé des trois composantes suivantes:

Premièrement — une augmentation destinée à éliminer les injustices passées et à relever tous les salaires à un niveau équitable.

Deuxièmement — une augmentation destiné à faire en sorte que tous les employés représentés par la Fraternité bénéficie de façon équitable de l'accroissement du produit national réel, accroissement correspondant à l'accroissement à long terme du rendement par heure-homme.

Troisièmement — une augmentation destinée à sanctionner des compétences particulières.

Quatrièmement — une augmentation destinée à protéger tous les employés représentés par la Fraternité, contre les effets de l'inflation sur leur rémunération.

CLAUSE D'INDEXATION

Une clause d'indexation sera incorporée dans le texte de la convention, de façon à garantir la valeur réelle des salaires.

On Friday, many topics were discussed. James A. Scaber (second from left) discussed the Canadian group insurance plan carried by Great West Life Assurance Co. He is president of J. S. Corporate Benefit Planning Services Ltd. Also taking part in this day's meeting were (from the left): Anthony G. Cunningham, John E. Platt, Roger E. McCaughan and A. Norman Cotton.

—Improve training program. Implement the Canadian National training program.

—Pay travel time to and from training classes.

—Provide standby pay for signalmen who must be available for call.

—When a signalman must use his private motor vehicle after regular working hours or on trouble calls, the railway should pay for part of the insurance, and mileage and telephone cost pertaining to such calls.

—Provide first aid courses for signal gangs.

—Provide trucks for all signal maintainers.

sections locales et portant sur des modifications à apporter aux ententes conclues avec divers chemins de fer. Un groupe formé du président local de CP Rail et du président local du Toronto, Hamilton & Buffalo, s'est réuni sous la présidence du frère Tony Cunningham. Parmi les membres de ce groupe se trouvaient aussi Raymond S. Mills, président général adjoint de la région de l'Est de CP Rail et président de la section locale Queen City 122; David McAlpine, président général adjoint du Toronto, Hamilton & Buffalo et président de la section locale Hamilton 47; Ronald E. York, président général adjoint de la région de

---

minimum call-in pay for four hours at the prevailing overtime rate.

SHIFT DIFFERENTIAL

Effective January 1, 1982 the existing shift differential to be increased from 20¢ to 30¢ and from 25¢ to 35¢ for all hours worked on the afternoon and/or night shifts. Such differentials shall be included in the calculations of overtime pay, and shall apply to all employees covered by this notice.

PENSIONS

1. Indexation of pensions.
2. Voluntary retirement at age 55 with no penalty.
3. Survivor benefits increased to 75%.
4. Pension calculations be reduced to best 3 years or 36 months.
5. Those who elected the 10-year buy-back, allowed to buy back all service.

JOB SECURITY–TECHNOLOGICAL, OPERATIONAL, ORGANIZATIONAL CHANGE

The Brotherhood of Railroad Signalmen, in concert with the other signatory unions, is desirous to amend and improve the existing Job Security, Technological, Operational, Organizational change agreements. Negotiations for such changes shall be in concert with the National wages and rules negotiations and specific request for amendments shall be submitted in due course.

EMPLOYMENT SECURITY

TEMPS SUPPLÉMENTAIRE

Toutes les conventions seront modifiées de façon que "tout temps supplémentaire sera rémunéré comme temps double, partout où la rémunération actuellement prévue est à temps et demi."

Toutes les conventions seront modifiées de façon à prévoir que tout rappel au service, en dehors des heures normales, justifiera une prime de rappel équivalant à un minimum de quatre heures de travail, au taux alors en vigueur pour les heures supplémentaires.

SUPPLÉMENT DE RÉMUNERATION SELON L'ÉQUIPE

À compter du ler janvier 1982, les suppléments de rémunération selon l'équipe, qui seront alors en vigueur, seront majorés de vingt cents (20¢) à trente cents (30¢) et de vingt-cinq cents (25) à trente-cinq cents (35¢) pour chaque heure de travail accomplie avec l'équipe de l'après-midi et/ou l'équipe de nuit. Ces majorations devront être comprises dans le calcul de la rémunération pour les heures supplémentaires et s'appliqueront à tous les employés visés par le présent avis.

PENSIONS DE RETRAITE

1. Indexation des pensions.
2. Retraite volontaire à l'âge de 55 ans, sans pénalité.
3. Prestations aux survivants portées à 75%.
4. Calcul des pensions basé sur les 3 meilleures années ou sur les 36 meilleurs mois.
5. Ceux qui ont choisi de racheter 10 années de service, sont dorénavant autorisés à racheter toutes les années de service.

Registering for the meeting is Dennis McManus (right) assistant general chairman for Canadian National Atlantic & St. Lawrence regions. Interested are Maria DiLalla (left) and Marilyn Adams. On the phone is Roger E. McCaughan, general chairman and grand lodge representative.

Money must be the topic of this meeting of the Canadian general committee board of trustees and the general secretary-treasurer. From the left are: Edward LaFranchise, CP, trustee member; Anthony G. Cunningham, general secretary-treasurer; John McCormick, CN, chairman trustees; and James R. Dickson, CN, secretary trustees.

Checking on a point is John E. Platt (left) vice president, and interested are Harold C. Hueston, local chairman of Northland National Lodge 204; and James R. Dickson (right) local chairman of Local 204.

Brother Roger McCaughan chaired an all-day meeting of local chairmen representing Canadian National, Ontario Northland and Toronto Terminals. Members of this group included: Harold C. Hueston, assistant general chairman, ONR, and local chairman of Northland National Lodge 204; Dennis McManus, CN, assistant general chairman and local chairman of Citadel Lodge 205; Wallace W. Schaefer, CN, assistant general chairman, and local chairman of Burman Lodge 165; Harry Tracz, CN, assistant general chairman, and local chairman of Edmonton Lodge 202; Kenneth White, TT, assistant general chairman, and local chairman of Local Lodge 175; Raymond Ayotte, CN, local chairman of Young Pioneers Lodge 118; D. C. "Des" Bayly, CN, local chairman of Central Lodge 124; D. A. "Ali" Forsythe, CN, local chairman of W. J. Gillis Lodge 167; John Goda, CN, local chairman of Winnipeg Centre Lodge 12; Michael G. Harty, CN, local chairman of Local Lodge 224; John Hendricks, CN, local chairman of Northland National Lodge 204; J. Bernard Cuerier, CN, local president, Local Lodge 118, representing G. Houle, local chairman, who was not able to attend; Charles J. Newlands, CN, local chairman of W. J. Gillis Lodge 167; Terry M. Rafter, CN, local chairman of Local Lodge 12; William P. Rodway, CN, local chairman of Saskatchewan Lodge 203; Edward J. Smith, CN, local chairman of Thompson Lodge 223; John McCormick, CN, local chairman of St. Charles Lodge 187; and James R. Dickson, CN, local chairman of Local Lodge 204.

The following are highlights of resolutions discussed and approved by the CN-ONR-TT local chairmen:

—Meal allowances should be indexed to the cost of living.

—Increase the travel allowance.

—A monetary grant should be provided for work clothes

A. The number of employees covered by the collective agreement be established as that minimum as at December 31, 1981, subject to the following exceptions:

1. The employment level may be reduced each year to a maximum of 1% in each department, provided this is accomplished through death, retirement, or resignation of those employees leaving the service of the Company.

2. Employees with less than two years' service could, in addition be laid off, subject to such employees being paid a supplemental benefit, which, when added to U.I.C. entitlement, would equal their wage rate at the time of layoff.

B. The railways and their departments will submit to the Union prior to January 1, of each year, a detailed report and timetable of any changes in their operations they wish to introduce in that year. This report will include but not be limited to the following:

Estimates of the number of jobs expected to be created and their geographic location.

Estimates of the number of jobs expected to be reduced and their geographic location.

Estimates of the number of employees eligible for retirement.

Estimates of the number of employees with less than two years' service who may be required to be laid off under the Employment and Income Security Program (now called the Job Security Plan).

Estimates of the number of employees, with more than two years' service, who may require retraining or other action necessary to ensure their continued employment with the railways or their departments.

C. No contracting out of work until the requirements of the Employment Security Plan are fully met and complied with.

l'Ouest de CP Rail et président de la section locale Cariboo 192; Donald G. Jennings, CP, président de la section locale Foothills 125; Patrick G. O'Hara, CP, président de la section locale Beaver 122; Charles Vidnes, CP, président de la section locale Saskatchewan 203; John G. Wiznuk, CP, président de la section locale Algoma 189; Arnold N. Wright, CP, président de la section locale Winnipeg Centre 12; et Edward LaFranchise, CP, président de la section locale Victory 144.

Les résolutions approuvées par ces présidents de sections locales du CP et du TH&B portaient sur les points suivants: (La liste qui suit ne constitue pas, cependant, un relevé complet de toutes les résolutions):

— Supplément de paye en raison d'une compétence particulière.

— Le chemin de fer paye la moitié du coût des montres et paye pour le nettoyage et les réparations des montres des cheminots.

— Amélioration du programme de formation. Mise en oeuvre du programme de formation du Canadien National.

— Dédommagement pour la durée des déplacements pour se rendre au cours de formation et en revenir.

— Salaire de disponibilité pour les signaleurs qui doivent se tenir prêts à répondre à des appels.

— Lorsque le signaleur doit employer sa voiture personnelle pour des missions de dépannage, en dehors des heures normales de travail, la compagnie doit lui rembourser une partie des coûts d'assurance, de déplacement et de téléphone, ainsi occasionnés.

— Cours de secourisme offerts aux équipes de signaleurs.

— Camions fournis à tous les préposés à l'entretien des dispositifs de signalisation.

Le frère Roger McCaughan a présidé une réunion d'une journée entière qui regroupait des présidents de sections

SÉCURITÉ D'EMPLOI – CHANGEMENTS TECHNOLOGIQUES, OPÉRATIONNELS OU ORGANISATIONNELS

La Fraternité des signaleurs de chemins de fer, de concert avec les autres syndicats signataires, est disposée à modifier en l'améliorant la convention actuellement en vigueur relative à la sécurité d'emploi et aux changements technologiques, opérationnels et organisationnels. Les négociations devant déboucher sur de tels changements devront être concertées sur le plan national et des demandes de changements, portant sur des points particuliers, seront soumises en temps opportun.

SÉCURITÉ DE L'EMPLOI

A. Que le nombre d'employés visés par la convention collective soit établi en prenant comme minimum l'effectif de la main-d'oeuvre au 31 décembre, 1981, sous réserve des exceptions suivantes:

1. Chaque année, la main d'oeuvre pourra être réduite jusqu'à concurrence d'un maximum de 1% dans chaque département, pourvu que cela se produise par suite de décès, de mises à la retraite ou de démissions d'employés quittant le service de la compagnie.

2. De plus, les employés ayant moins de deux ans de service pourront être congédiés pourvu qu'on leur verse une prestation supplémentaire qui, ajoutée à la prestation d'assurance chômage à laquelle ils ont droit, correspondrait à leur salaire lors du congédiement.

B. Les compagnies de chemins de fer et leurs divers départements devront soumettre au syndicat, avant le ler janvier de chaque année, un rapport détaillé ainsi qu'un échéancier des divers changements qu'ils désirent apporter à leur fonctionnement au cours de l'année à venir. Ce rapport devra porter au moins sur les points suivants:

Chatting during a coffee break are Ronald E. York (left) assistant general chairman, CP Rail lines West; Harry Tracz (center) assistant general chairman, CN Prairie and Mountain regions; and Wallace W. Schaefer, assistant general chairman, CN Great Lakes Region.

Checking on the registration at the Canadian general committee meeting is Anthony G. Cunningham (center) general secretary-treasurer, with his secretary Maria DiLalla (left) and Marilyn Adams, secretary to John E. Platt, vice president.

Break time found this three-way conversation with Dennis McManus (left) CN assistant general chairman; Kenneth White (center) of Toronto Terminals and John McCormick of CN's St. Charles signal repair shop.

GENERAL HOLIDAYS

All agreements shall be amended to provide for two additional General Holidays.

Qualifications for Holiday Pay, shall be amended to provide "an employee who performs service in the pay period in which the holiday falls, shall be entitled to holiday pay".

TRAINING ALLOWANCE

When an employee is called upon to train another employee, the employee will be paid $10.00 per day in addition to the normal rate of pay for his regular position.

AUTOMOBILE ALLOWANCE

Automobile mileage allowance to be increased to 45¢ per kilometer.

The Company will asume the cost of any additional insurance required for the use of personal automobile.

The Company will pay the cost of special drivers licenses for employees operating Company vehicles.

PICKET LINES

An employee shall not be discharged or otherwise disciplined for: refusing to cross a picket line which is recognized by the appropriate union.

COVERAGE

Coverage clause of any agreement negotiated, shall provide that all employees who performed any service in the contract period, shall be entitled to all wages and benefits contained in that agreement.

TERMINATION AND RENEWAL

Each Collective Agreement covered by this notice, shall remain in effect for two years from the termination date of the previous agreement, and shall be subject to three months notice by either party for renewal, in accordance with the provisions of the Canada Labour Code.

It is desired to commence negotiations as required by Part V of the Canada Labour Code to which we suggest mutual agreement and understanding.

— Trois semaines de paye ou six pour cent (6%)
— Quatre semaines de paye ou huit pour cent (8%)
— Cinq semaines de paye ou dix pour cent (10%)
— Six semaines de pay ou douze pour cent (12%)

(D) Une gratification de vacances de 15% de sa paye de vacances.

(E) L'exigence actuelle qui consiste à avoir au moins deux cent cinquante (250) jours de service, pour avoir droit à des jours de congé annuel, sera supprimée et remplacée une exigence plus appropriée.

(F) L'employé convoqué pour servir comme membre d'un jury à une époque qui entre en conflit avec sa période de congé annuel pourra, à sa demande, prendre son congé à une autre époque.

CONGÉS DE DÉCÈS

Toutes les conventions devront être modifiées de façon à y ajouter les mots "Beaux-frères, et belles-soeurs, grands-parents et petits-enfants" et à porter la période de congé de deuil à cinq (5) jours. Toutes les conventions devront être modifiées de façon à préciser que lorsqu'un deuil survient pendant une période de congé annuel ou de congés statutaires, le congé de deuil devra y être ajouté.

VÊTEMENTS PROTECTEURS

Toutes les conventions devront comporter une clause relative au vêtements protecteurs où il sera précisé que la compagnie doit fournir les vêtements protecteurs requis ou, à défaut de cela, une allocation vestimentaire.

PASSES VIA RAIL

La politique d'émettre des passes valables sur Via Rail Canada devra être améliorée et étendue. Tous les employés devront bénéficier de passes.

NÉGOCIATIONS CONCLUES DURANT LA PÉRIODE DE VALIDITÉ DE LA CONVENTION

L'Article III de la Convention-cadre, en date du 28 avril 1978, devra être incorporée dans une Convention-cadre, négociée par suite du présent avis.

Toutes les règles et pratiques actuellement en vigueur qui sont plus avantageuses que celles que l'on réclame dans le présent avis, devront être retenues.

CONGÉS STATUTAIRES

Toutes les conventions seront modifiées de façon à y ajouter deux (2) congés statutaires.

Le règlement exposant les conditions qui donnent droit à l'indemnité de congé devra être modifiée de façon à préciser que "un employé, appelé à travailler durant une période de paye où survient un congé, a droit à une indemnité de congé."

ALLOCATION DE FORMATION

L'employé qui est chargé de former un autre employé, devra toucher un supplément de dix dollars ($10.00), en plus de la paye qu'il touche pour accomplir les tâches normales de son emploi.

ALLOCATION D'AUTOMOBILE

L'allocation pour les déplacements en automobile devra être portée à quarante-cinq cents (45¢) le kilomètre.

La compagnie assumera le coût de toute assurance supplémentaire, exigée pour l'utilisation d'une voiture personnelle.

La compagnie devra assumer le coût de tout permis de conduire spécial que les employés doivent obtenir pour conduire ses véhicules.

LIGNES DE PIQUETAGE

Un employé ne doit pas être congédié ni puni de quelque façon que ce soit, pour:

refuser de franchir une ligne de piquetage reconnue par son syndicat.

CHAMP D'APPLICATION

La clause précisant le champ d'application de toute convention négociée, devra préciser que tous les employés qui accomplissent un service quelconque, au cours de la période de validité du contrat, ont droit à toutes les formes de rémunération et à tous les avantages dont il est fait mention dans cette convention.

EXPIRATION ET RENOUVELLEMENT

Toutes les conventions collectives visées par le présent avis demeureront en vigueur durant deux (2) ans, à compter de la date d'expiration de la convention précédente et pourra être renouvelée moyennant un avis de trois (3) mois, donné par l'une ou l'autre des parties en cause, conformément aux dispositions du Code canadien du travail.

Nous sommes disposés à entreprendre des négociations, conformément aux dispositions de la Partie V du Code canadien du travail et nous espérons que les deux parties feront preuve de compréhension pour en arriver à une entente mutuelle.

l'Ouest de CP Rail et président de la section locale Cariboo 192; Donald G. Jennings, CP, président de la section locale Foothills 125; Patrick G. O'Hara, CP, président de la section locale Beaver 122; Charles Vidnes, CP, président de la section locale Saskatchewan 203; John G. Wiznuk, CP, président de la section locale Algoma 189; Arnold N. Wright, CP, président de la section locale Winnipeg Centre 12; et Edward LaFranchise, CP, président de la section locale Victory 144.

Les résolutions approuvées par ces présidents de sections locales du CP et du TH&B portaient sur les points suivants: (La liste qui suit ne constitue pas, cependant, un relevé complet de toutes les résolutions):

— Supplément de paye en raison d'une compétence particulière.

— Le chemin de fer paye la moitié du coût des montres et paye pour le nettoyage et les réparations des montres des cheminots.

— Amélioration du programme de formation. Mise en oeuvre du programme de formation du Canadien National.

— Dédommagement pour la durée des déplacements pour se rendre au cours de formation et en revenir.

— Salaire de disponibilité pour les signaleurs qui doivent se tenir prêts à répondre à des appels.

— Lorsque le signaleur doit employer sa voiture personnelle pour des missions de dépannage, en dehors des heures normales de travail, la compagnie doit lui rembourser une partie des coûts d'assurance, de déplacement et de téléphone, ainsi occasionnés.

— Cours de secourisme offerts aux équipes de signaleurs.

— Camions fournis à tous les préposés à l'entretien des dispositifs de signalisation.

Le frère Roger McCaughan a présidé une réunion d'une journée entière qui regroupait des présidents de sections

SÉCURITÉ D'EMPLOI – CHANGEMENTS TECHNOLOGIQUES, OPÉRATIONNELS OU ORGANISATIONNELS

La Fraternité des signaleurs de chemins de fer, de concert avec les autres syndicats signataires, est disposée à modifier en l'améliorant la convention actuellement en vigueur relative à la sécurité d'emploi et aux changements technologiques, opérationnels et organisationnels. Les négociations devant déboucher sur de tels changements devront être concertées sur le plan national et des demandes de changements, portant sur des points particuliers, seront soumises en temps opportun.

SÉCURITÉ DE L'EMPLOI

A. Que le nombre d'employés visés par la convention collective soit établi en prenant comme minimum l'effectif de la main-d'oeuvre au 31 décembre, 1981, sous réserve des exceptions suivantes:

1. Chaque année, la main d'oeuvre pourra être réduite jusqu'à concurrence d'un maximum de 1% dans chaque département, pourvu que cela se produise par suite de décès, de mises à la retraite ou de démissions d'employés quittant le service de la compagnie.

2. De plus, les employés ayant moins de deux ans de service pourront être congédiés pourvu qu'on leur verse une prestation supplémentaire qui, ajoutée à la prestation d'assurance chômage à laquelle ils ont droit, correspondrait à leur salaire lors du congédiement.

B. Les compagnies de chemins de fer et leurs divers départements devront soumettre au syndicat, avant le ler janvier de chaque année, un rapport détaillé ainsi qu'un échéancier des divers changements qu'ils désirent apporter à leur fonctionnement au cours de l'année à venir. Ce rapport devra porter au moins sur les points suivants:

Chatting during a coffee break are Ronald E. York (left) assistant general chairman, CP Rail lines West; Harry Tracz (center) assistant general chairman, CN Prairie and Mountain regions; and Wallace W. Schaefer, assistant general chairman, CN Great Lakes Region.

Checking on the registration at the Canadian general committee meeting is Anthony G. Cunningham (center) general secretary-treasurer, with his secretary Maria DiLalla (left) and Marilyn Adams, secretary to John E. Platt, vice president.

Break time found this three-way conversation with Dennis McManus (left) CN assistant general chairman; Kenneth White (center) of Toronto Terminals and John McCormick of CN's St. Charles signal repair shop.

A birthday cake with sparklers was also presented to Brother Cotton. Brother Platt congratulated him for being 72 years young, so healthy, full of fun and life.

A hearty handshake and a gift from John E. Platt, vice president, representing the Canadian general committee is given to A. Norman Cotton on his 72nd birthday on Thursday, August 13.

Coffee break finds Ed LaFranchise (right) CP local chairman of Victory Lodge 144 chatting with Victor Bernier, local chairman of Local 217, Quebec, North Shore & Labrador.

Other congratulatory handshakes for Brother Cotton came from Brother Cunningham and Doreen Platt (right).

and tools.

—Have a 4-day work week for construction gangs.

—Increase standby pay for men subject to call.

—Pay raised 50¢ per hour after completing Section 1 of the signal training program. Pay should be raised $1 per hour after completing Section 2 of the signal training program.

—Want a greater skill differential than now exists.

—Signal maintainers to get a different rate of pay than a mechanic to reflect the maintainers' greater responsibilities.

—In slide fence territory need two skilled signal maintainers to be available for repairs.

On Friday morning, elections were held for officers of the Canadian General Committee. Elections were conducted by Vice President John Platt.

Roger E. McCaughan, incumbent general chairman and grand lodge representative, was unanimously re-elected for

locales représentant le Canadien National, l'Ontario Northland et le Toronto Terminals. Faisaient partie de ce groupe: Harold C. Hueston, président général adjoint de l'ONR et président de la section locale Northland National 204; Dennis McManus, CN, président général adjoint et président de la section locale Citadel 205; Wallace W. Schaefer, président général adjoint et président de la section locale Burman 165; Harry Tracz, CN, président général adjoint et président de la section local Edmonton 202; Kenneth White, président général adjoint et président de la section locale 175; Raymond Ayotte, CN, président de la section locale Young Pioneers 118; D.C. "Des" Bayly, CN, président de la section locale Central 124; D.A. "Ali" Forsythe, CN, président de la section locale W.J. Gillis 167; John Goda, CN, président de la section locale Winnipeg Centre 12; Michael G. Harty, CN, président de la section locale 224; John Hendricks, CN, président de la section locale Northland National 204; J. Bernard Cuerier, CN, président suppléant de la section locale 118, remplaçant le président G. Houle, incapable d'assister; Charles J. Newlands, CN, président de la section locale W.J. Gillis 167; Terry M. Rafter, CN, président de la section locale 12; William P. Rodway, CN, président de la section locale Saskatchewan 203; Edward J. Smith, CN, président de la section locale Thompson 223; John McCormick, CN, président de la section locale St. Charles 187 et James R. Dickson, CN, président de la section locale 204.

Voici une liste partielle des principales résolutions discutées et approuvées par les présidents des sections locales CN-ONR-TT:

— Les allocations pour repas devraient être indexées au coût de la vie.

— Augmentation des frais de déplacement.

— Il y aurait lieu d'accorder une allocation en espèces pour les vêtements de travail et les outils.

— Les équipes de construction devraient bénéficier d'une semaine de travail de 4 jours.

— Augmentation de la paye de disponibilité pour ceux qui sont sujets à être rappelés.

— Augmentation de paye de 50¢ l'heure, pour ceux qui ont terminé la section 1 du programme de formation des signaleurs, et de $1 l'heure, pour ceux qui ont terminé la

another 3-year term of office. He was nominated by Harold C. Hueston, ONR, Local 204.

Anthony G. Cunningham, present general chairman and general secretary-treasurer, was returned to office for another term by a unanimous vote. He was nominated by James R. Dickson, CN, Local 204. General Committee members also approved a board of trustees recommendation that the wages of the general chairman and general secretary-treasurer be made equal to those of the general chairman and grand lodge representative. The equalization to be achieved over this next 3-year period.

Dennis McManus, Local 205 was unanimously re-elected assistant general chairman for CN Atlantic and St. Lawrence regions. He was nominated by John McCormick, CN, of Local 187.

Wallace W. Schaefer, Local 165, assistant general chairman for the CN Great Lakes region was unanimously re-elected for another term of office. He was nominated by James R. Dickson, CN, Local 204.

William P. Rodway, Local 203, was elected assistant general chairman for CN Prairie and Mountain regions. He was nominated by Terry M. Rafter, CN, Local 12. Harry Tracz chose not to run for re-election. Also nominated for this position was Edward J. Smith, CN of Local 223. He was nominated by Harry Tracz, CN, Local 202.

Raymond S. Mills, Local 122, was re-elected assistant general chairman for CP Rail lines East. He was nominated by Robert N. Strachan, CP, Local 122. Brother Mills election was by unanimous vote.

Ronald E. York, CP, Local 192, was unanimously

section 2 de ce progamme.

— Le barème des suppléments de paye pour compétence technique devrait être majoré.

— Les préposés à l'entretien des dispositifs de signalisation devraient être mieux rémunérés que de simples mécaniciens, de façon à mieux reconnaitre leurs plus grandes responsabilités.

— Dans les régions où la voie ferrée est menacée d'éboulis, on devrait tenir disponibles deux techniciens compétents, pour veiller à l'entretien des dispositifs de signalisation.

Le vendredi matin, on a procédé aux élections des membres du comité général canadien. Le vice-président John Platt a fait fonction de président d'élections.

Roger E. McCaughan, président général sortant et représentant de la Grande Loge, a été réélu à l'unanimité pour un autre mandat de 3 ans. Il avoit été mis en candidature par Harold C. Hueston, ONR, de la section locale 204.

Anthony G. Cunningham, président général et secrétaire-trésorier général sortant, a également été réélu à l'unanimité pour un autre mandat. Il avait été mis en candidature par James R. Dickson, CN, de la section locale 204. Les membres du comité général ont approuvé une recommandation du conseil d'administration à l'effet que le salaire du président général et secrétaire-trésorier général soit relevé, au cours des trois prochaines années, au niveau de celui du président général et représentant de la Grande Loge.

Dennis McManus, de la section locale 205, a été réélu à

D. A senior union-management manpower committee to be established to implement and monitor the Employment Income and Security Plan, and this will include subsidiary manpower committees to be set up at the departmental level to oversee the practical aspects of such implementation and monitoring at such levels.

SICK LEAVE

All employees shall be entitled to ten days leave of absence with pay per year to be used as follows:

(a) incidental absence from work due to illness

(b) the three day waiting period not covered by Weekly Indemnity

If an employee has not used the ten days leave of absence for either (a) or (b) above, all or the remaining days shall be paid as an additional payment in December of the current year.

CONTRACTING OUT

All existing Collective Agreements shall be amended to provide that work performed by employees coming within the scope of such agreement shall not be contracted out and shall not be performed by non-schedule employees or supervisory personnel.

EMPLOYEE BENEFIT PLAN

Weekly Indemnity: Effective January 1, 1982, weekly indemnity benefits shall be paid at the rate of 100% of basic salary with a minimum to be determined after any wage adjustments as a result of this notice are made.

Medicare Allowance: Effective January 1, 1982, the Medicare allowance shall be increased to $46.00 per employee, per month, to cover basic hospital, medical and surgical benefits for employees covered by this notice.

Life Insurance: Effective January 1, 1982, Life Insurance coverage shall be equivalent to annual salary for both active and retired employees and include a

— Estimation du nombre d'emplois que l'on prévoit créer et répartition géographique de ceux-ci.

— Estimation du nombre d'emplois que l'on prévoit devoir abolir et répartition géographique de ceux-ci.

— Estimation du nombre d'employés admissibles à la retraite.

— Estimation du nombre d'employés ayant moins de deux ans de service que l'on pourrait avoir à congédier aux conditions prévues par le Programme de sécurité de l'emploi et du revenu (maintenant désigné tout simplement "Programme de sécurité de l'emploi").

SÉCURITÉ DE L'EMPLOI (suite)

— Estimation du nombre d'employés ayant plus de deux ans de service, qui auraient besoin d'être recyclés ou de remplir quelque autre condition, afin de pouvoir conserver leur emploi au service des chemins de fer ou de leur département.

C. Aucun contrat ne sera accordé à l'extérieur tant que l'on n'aura pas satisfait pleinement et entièrment aux dispositions du Programme de sécurité de l'emploi.

D. Un comité patronal-syndical de la main-d'oeuvre devra être établi à un niveau élevé pour mettre en oeuvre le Programme de sécurité de l'emploi et du revenu et pour en superviser l'application. Cela comportera nécessairement l'établissement de comités secondaires de la main-d'oeuvre, au niveau des départements, pour superviser l'application pratique des dispositions du programme, à ce niveau, et pour veiller à son bon fonctionnement.

CONGES DE MALADIE

Tous les employés auront droit, chaque année, à dix (10) jours de congés avec paye, dont ils pourront se prévaloir:

(a) en cas d'absence occasionnelle du travail en raison de maladie

(b) durant la période d'attente de trois (3) jours, non

re-elected assistant general chairman to represent CP Rail lines West. He was nominated by Donald G. Jennings, CP, Local 125.

Six members were nominated for Canadian Board of Trustees. Those elected and the number of votes they received were: John McCormick, CN, Local 187, 26 votes; James R. Dickson, CN, Local 204, 24 votes; and Edward La Franchise, CP, Local 144, 18 votes. Brother McCormick was nominated by Dennis McManus, CN, Local 205; Brother Dickson was nominated by Wally Schaefer, CN, Local 165; and Brother LaFranchise was nominated by Pat O'Hara, CP, Local 196. Meeting separately after the election, the board of trustees elected Brother McCormick, chairman and Brother Dickson, secretary.

Donald G. Jennings, CP, Local 125, was nominated for a trustee position by Brother Bill Rodway, CN, Local 203. Brother Jennings received 12 votes. Edward J. Smith, CN, Local 223, was nominated for a trustee position by Brother Harry Tracz, CN, Local 203. Brother Smith received 10 votes. Kenneth White, TT, Local 175, was nominated for a trustee position by Harold Hueston, ONR, Local 204. However, Brother White declined the nomination.

Tellers for trustee voting, appointed by Brother Platt, were David McAlpine, TH&B, Local 47; Pat O'Hara, CP, Local 196; and Ron York, CP, Local 192.

Also on Friday, members voted to hold the next General Committee meeting in Montreal in 1984. The exact date will be selected by the Executive Committee. In voting, Montreal received 16 votes; Edmonton, Alberta got 8 votes; Vancouver, British Columbia got 3 votes; and Niagara Falls, Ontario got 2 votes. Tellers for this voting were David McAlpine, TH&B, Local 47; Pat O'Hara, CP, Local 196; and Ed Smith, CN, Local 223.

Having his say is John McCormick (left) Canadian National local chairman of St. Charles Lodge 187. Listening is Kenneth White, Toronto Terminals local chairman of Local Lodge 175.

Enjoying a conversation is Ronald E. York (right) CP Rail lines West assistant general chairman, and Roger E. McCaughan, general chairman and grand lodge representative.

l'unanimité comme président général adjoint pour les régions de l'Atlantique et du St-Laurent du CN. Il avait été mis en candidature par John McCormick, CN, de la section locale 187.

Wallace W. Schaefer, de la section locale 165, président général adjoint pour la région des Grands Lacs du CN a été réélu à l'unanimité pour un autre mandat. Il avait été mis en candidature par James R. Dickson, CN, de la section locale 204.

William P. Rodway, de la section locale 203, a été élu président général adjoint pour les régions des Prairies et des Montagnes du CN. Il avait été mis en candidature par Terry M. Rafter, CN, de la section locale 12. Harry Tracz, CN, de la section locale 202 avait décidé de ne pas solliciter un nouveau mandat mais avait mis en candidature pour ce poste, Edward J. Smith, CN, de la section locale 223.

Raymond S. Mills de la section locale 122 a été réélu, à l'unanimité, président général adjoint pour les lignes de l'Est de CP Rail, Il avait été mis en candidature par Robert N. Strachan, CP, section locale 122.

Ronald E. York, CP, section locale 192, a été réélu à l'unanimité, président général adjoint pour les lignes de l'Ouest de CP Rail. Il avait été mis en candidature par Donald G. Jennings, CP, de la section locale 125.

Six members ont été mis en candidature en vue de l'élection au conseil d'administration canadien. Voici la liste des membres élus ainsi que le nombre de voix recueillies par chacun: John McCormick, CN, section locale 187, 26 voix; James R. Dickson, CN, section locale 204, 24 voix et Edward LaFranchise, CP, section locale 144, 18 voix. Le frère McCormick avait été mis en candidature par Dennis McManus, CN, section locale 205; le frère Dickson, par Wally Schaefer, CN, section locale 165; le frère LaFranchise, par Pat O'Hara, CP, section locale 196. Au cours d'une réunion à huis clos après l'élection, le conseil d'administration a élu le frère McCormick comme président et le frère Dickson comme secrétaire.

Donald G. Jennings, CP, de la section locale 125, qui avait été mis en candidature comme membre du conseil par le frère Bill Rodway, CN, de la section locale 203, a recueilli 12 voix; Edward J. Smith, CN, de la section locale 223, mis en candidature par le frère Harry Tracz, CN, de la section locale 203, a recueilli 10 voix; Kenneth White, TT, de la section locale 175, mis en candidature par Harold Hueston, ONR, de la section locale 204, a refusé de se porter candidat.

Lors de cette élection, les scrutateurs nommés par le frère Platt étaient les suivants: David McAlpine, TH&B, de la section locale 47; Pat O'Hara, CP, de la section locale 196 et Ron York, CP, de la section locale 192.

Le vendredi également, les membres ont convenu, à la suite d'un vote, que la prochaine réunion du comité général aurait lieu à Montréal, en 1984. La date précise sera déterminée par le comité exécutif. Lors de ce vote, la ville de Montréal a obtenu 16 voix; Edmonton, Alberta, 8; Vancouver, Colombie-Britannique, 3 et Niagara Falls, Ontario, 2. Faisaient fonction de scrutateurs, lors de ce vote: David McAlpine, TH&B, section locale 47; Pat O'Hara, CP, section locale 196 et Ed Smith, CN, section locale 223.

provision for long term disability insurance, amend rule to provide that eligibility for life insurance for retirees be age 55 instead of age 60.

Dental and Drug Plan: The Brotherhood of Railroau Signalmen, in concert with the other signatory unions, is desirous to amend and improve the existing Dental and Drug Plans. Negotiations for such changes to be carried out in concert with the National wage and rules negotiations and specific request for amendments shall be submitted in due course.

Vision Plan: A vision care plan shall be implemented at the earliest possible date to cover all employees and their families represented by the Brotherhood of Railroad Signalmen. The cost of such plan to be fully paid by the Companies.

In provinces where such coverage is provided in whole or in part by legislation, the Company shall remit to each employee, each month, an allowance equivalent to the cost of such coverage.

VACATION

(A) Three weeks after two years of service
Four weeks after seven years of service
Five weeks after fifteen years of service
Six weeks after twenty-five years of service
PLUS one day for each year of service over 25 years.

(B) Deletion of Company's option to schedule, or pay for, vacation in excess of five weeks.

(C) All agreements to contain a provision stipulating that an employee shall, at his option, elect to take vacation pay based on his earnings for the previous year or whichever is greater, as follows:
Two weeks' pay or 4%
Three weeks' pay or 6%
Four weeks' pay or 8%
Five weeks' pay or 10%
Six weeks' pay or 12%

(D) A vacation bonus of 15% of vacation pay.

(E) The 250 days qualification requirement for vacation purposes shall be eliminated and a more appropriate qualification schedule be implemented.

(F) Employees called for jury duty which conflicts with vacation will have vacation re-scheduled at their request.

BEREAVEMENT LEAVE

All agreements shall be amended to add: Brothers-in-Law and Sisters-in-Law, Grandparents and Grandchildren and to increase bereavement leave period to five days. All agreements shall be amended to provide that when a bereavement occurs during vacation or on general holidays, bereavement leave will be granted in addition thereto.

PROTECTIVE CLOTHING

All agreements to include a protective clothing clause which would provide that the Company supply the necessary clothing or in lieu thereof, a clothing allowance.

VIA RAIL PASSES

The policy of issuing passes on Via Rail Canada to be improved and extended. All employees to receive passes.

NEGOTIATIONS DURING TERM OF THE AGREEMENT

Article III of the Master Agreement dated April 28, 1978 shall be included in a subsequent Master Agreement negotiated as a result of this notice.

Any rules and practices that are more favourable than those requested in this notice, shall be retained.

couverte par l'indemnité hebdomadaire.

Si l'employé ne s'est pas prévalu de tous ces dix (10) jours de congé pour les motifs énoncés en (a) ou (b) ci-dessus, les jours de congés non utilisés deviendront monnayables et lui seront versés comme paiement supplémentaire, au mois de décembre de l'année en cours.

ÉMISSION DE CONTRATS À L'EXTÉRIEUR

Toutes les conventions collectives seront modifiées de façon à préciser que tout travail accompli par les employés visés par une convention donnée, ne pourra êtra accordé à un entrepreneur de l'extérieur et ne pourra, non plus, être confié à des employés non syndiqués ou à des membres du personnel cadre.

RÉGIME D'AVANTAGES SOCIAUX DE L'EMPLOYÉ

Indemnité hebdomadaire: À compter du ler janvier 1982, des indemnités hebdomadaires seront versées jusqu'à concurrence de 100% du salaire de base, le minimum étant déterminé lorsque les salaires auront été ajustés, par suite de la publication du présent avis.

Prestation d'assurance-santé: À compter du ler janvier 1982, la prestation d'assurance-santé sera portée à $46.00 par employé, par mois, pour couvrir le coût des soins hospitaliers, médicaux et chirurgicaux, dispensés aux employés visés par le présent avis.

Assurance-vie: À compter du ler janvier 1982, le montant de la protection en assurance-vie devra correspondre au salaire annuel, tant pour les employés en service que pour ceux qui sont à la retraite, devra comporter une clause d'assurance-invalidité à long terme ainsi qu'une clause précisant que, dorénavant, l'âge d'admissibilité à l'assurance-vie pour les retraités est cinquante-cinq (55) ans au lieu de soixante (60) ans.

Régime de soins dentaires et de médicaments: La Fraternité des signaleurs de chemins de fer, de concert avec les autres syndicats signataires, se propose de modifier et d'améliorer le régime actuel de soins dentaires et de médicaments. Ces changements devront faire l'objet de négociations, de concert avec celles qui sont en cours sur le plan national.

Soins de la vue: Un programme de soins de la vue sera mis en oeuvre, le plus tôt possible, à l'intention de tous les employés représentés par la Fraternité des signaleurs de chemins de fer, ainsi que leurs familles. Le coût de ce programme sera assumé entièrement par les compagnies.

Dans les provinces ou de tels programmes sont dé jà disponibles, en tout ou en partie, en vertu d'une loi provinciale, la compagnie fera remise, chaque mois, à chaque employé, d'une indemnité correspondant au coût de la protection accordée.

CONGÉS ANNUELS

(A) Trois (3) semaines après deux (2) années de service
Quatre (4) semaines après sept (7) années de service
Cinq (5) semaines après quinze (15) années de service
Six (6) semaines après vingt-cinq (25) années de service
PLUS un (1) jour pour chaque année de service au-delà de vingt-cinq (25) ans.

(B) Cela entraîne l'abolition du privilège que se réservait la compagnie d'accorder ou de payer des congés annuels de plus de cinq (5) semaines.

(C) Toutes les conventions devront comporter une clause à l'effet qu'un employé pourra, à son choix, opter pour une paye de vacances basée sur son salaire de l'année précédente, selon celle des deux formules suivantes qui l'avantage le plus:

— Deux semaines de paye ou quatre pour cent (4%)

GENERAL HOLIDAYS

All agreements shall be amended to provide for two additional General Holidays.

Qualifications for Holiday Pay, shall be amended to provide "an employee who performs service in the pay period in which the holiday falls, shall be entitled to holiday pay".

TRAINING ALLOWANCE

When an employee is called upon to train another employee, the employee will be paid $10.00 per day in addition to the normal rate of pay for his regular position.

AUTOMOBILE ALLOWANCE

Automobile mileage allowance to be increased to 45¢ per kilometer.

The Company will asume the cost of any additional insurance required for the use of personal automobile.

The Company will pay the cost of special drivers licenses for employees operating Company vehicles.

PICKET LINES

An employee shall not be discharged or otherwise disciplined for: refusing to cross a picket line which is recognized by the appropriate union.

COVERAGE

Coverage clause of any agreement negotiated, shall provide that all employees who performed any service in the contract period, shall be entitled to all wages and benefits contained in that agreement.

TERMINATION AND RENEWAL

Each Collective Agreement covered by this notice, shall remain in effect for two years from the termination date of the previous agreement, and shall be subject to three months notice by either party for renewal, in accordance with the provisions of the Canada Labour Code.

It is desired to commence negotiations as required by Part V of the Canada Labour Code to which we suggest mutual agreement and understanding.

— Trois semaines de paye ou six pour cent (6%)
— Quatre semaines de paye ou huit pour cent (8%)
— Cinq semaines de paye ou dix pour cent (10%)
— Six semaines de pay ou douze pour cent (12%)

(D) Une gratification de vacances de 15% de sa paye de vacances.

(E) L'exigence actuelle qui consiste à avoir au moins deux cent cinquante (250) jours de service, pour avoir droit à des jours de congé annuel, sera supprimée et remplacée une exigence plus appropriée.

(F) L'employé convoqué pour servir comme membre d'un jury à une époque qui entre en conflit avec sa période de congé annuel pourra, à sa demande, prendre son congé à une autre époque.

CONGÉS DE DÉCÈS

Toutes les conventions devront être modifiées de façon à y ajouter les mots "Beaux-fréres, et belles-soeurs, grands-parents et petits-enfants" et à porter la période de congé de deuil à cinq (5) jours. Toutes les conventions devront être modifiées de façon à préciser que lorsqu'un deuil survient pendant une période de congé annuel ou de congés statutaires, le congé de deuil devra y être ajouté.

VÊTEMENTS PROTECTEURS

Toutes les conventions devront comporter une clause relative au vêtements protecteurs où il sera précisé que la compagnie doit fournir les vêtements protecteurs requis ou, à défaut de cela, une allocation vestimentaire.

PASSES VIA RAIL

La politique d'émettre des passes valables sur Via Rail Canada devra être améliorée et étendue. Tous les employés devront bénéficier de passes.

NÉGOCIATIONS CONCLUES DURANT LA PÉRIODE DE VALIDITÉ DE LA CONVENTION

L'Article III de la Convention-cadre, en date du 28 avril 1978, devra être incorporée dans une Convention-cadre, négociée par suite du présent avis.

Toutes les règles et pratiques actuellement en vigueur qui sont plus avantageuses que celles que l'on réclame dans le présent avis, devront être retenues.

CONGÉS STATUTAIRES

Toutes les conventions seront modifiées de façon à y ajouter deux (2) congés statutaires.

Le règlement exposant les conditions qui donnent droit à l'indemnité de congé devra être modifiée de façon à préciser que "un employé, appelé à travailler durant une période de paye où survient un congé, a droit à une indemnité de congé."

ALLOCATION DE FORMATION

L'employé qui est chargé de former un autre employé, devra toucher un supplément de dix dollars ($10.00), en plus de la paye qu'il touche pour accomplir les tâches normales de son emploi.

ALLOCATION D'AUTOMOBILE

L'allocation pour les déplacements en automobile devra être portée à quarante-cinq cents (45¢) le kilomètre.

La compagnie assumera le coût de toute assurance supplémentaire, exigée pour l'utilisation d'une voiture personnelle.

La compagnie devra assumer le coût de tout permis de conduire spécial que les employés doivent obtenir pour conduire ses véhicules.

LIGNES DE PIQUETAGE

Un employé ne doit pas être congédié ni puni de quelque façon que ce soit, pour:

refuser de franchir une ligne de piquetage reconnue par son syndicat.

CHAMP D'APPLICATION

La clause précisant le champ d'application de toute convention négociée, devra préciser que tous les employés qui accomplissent un service quelconque, au cours de la période de validité du contrat, ont droit à toutes les formes de rémunération et à tous les avantages dont il est fait mention dans cette convention.

EXPIRATION ET RENOUVELLEMENT

Toutes les conventions collectives visées par le présent avis demeureront en vigueur durant deux (2) ans, à compter de la date d'expiration de la convention précédente et pourra être renouvelée moyennant un avis de trois (3) mois, donné par l'une ou l'autre des parties en cause, conformément aux dispositions du Code canadien du travail.

Nous sommes disposés à entreprendre des négociations, conformément aux dispositions de la Partie V du Code canadien du travail et nous espérons que les deux parties feront preuve de compréhension pour en arriver à une entente mutuelle.

Canadian member survey results are in

A survey of the Canadian membership in the Brotherhood of Railroad Signalmen was made in May of this year. The results have been tabulated and are presented on the basis of the all-Canada summary. Details of results were presented by Brother John E. Platt, BofRS vice president, to the Canadian general committee meeting in Winnipeg, Manitoba, August 12-14.

NOTE: All figures in the tables are presented as per cent of the replies received.

CANADIAN MEMBERSHIP SURVEY, BROTHERHOOD OF RAILROAD SIGNALMEN

	Absolute Must %	Important %	Some Importance %	Unimportant %	Of No Interest %	Other %
WAGES:						
Continuation and improvement of cost of living escalator clause (COLA)	82	15	3	0	0	0
Establish longevity pay increases	34	36	18	4	4	4
Annual adjustment of straight time rates	55	32	9	2	1	1
Increased compensation for employees subject to call	55	22	13	6	3	1
Increased Shift differential pay	14	13	24	27	18	4
Increase overtime rates of pay	47	27	18	4	2	2
Improve Drug Care Plan	33	31	24	7	3	2
Improve Dental Care Plan	33	34	25	6	1	1
Increase Employee Benefit Plan (sick pay)	54	30	11	3	1	1
Establish an Eye Care Plan	31	32	26	6	3	2
Obtain extra life insurance for Signalmen driving company vehicles	29	27	25	10	7	2
Improve Life Insurance coverage for active and retired employees	26	34	28	7	4	1
Establish long term disability insurance	34	38	22	3	1	2
PENSIONS:						
Automatic escalation of all pensions to adjust for the increases in the cost of living (Indexing)	62	24	10	2	0	2
Survivor pension to be increased to 75% of employee's pension	55	28	12	2	1	2

Would you be prepared to pay increased pension contributions to obtain partial or full indexation of your pension? Yes 64%, No 33% and Other 3%.

TIME OFF WITH PAY:						
Establish personal leave days	37	32	19	7	3	2
Increase number of general holidays	25	33	30	7	3	2
Increase vacation days	48	33	13	4	1	1
Upgrade bereavement leave	26	30	30	8	4	2

NOTE: All figures in the tables are presented as per cent of the replies received.

	Absolute Must	Important	Some Importance	Unimportant	Of No Interest	Other
	%	%	%	%	%	%
MISCELLANEOUS:						
Employee Safety (two employees should work together	45	25	18	7	3	2
Officials and excepted employees shall pay union dues to retain seniority	38	24	18	11	8	1
Upgrade travel time and expenses for members required to work away from home	41	24	17	9	5	4
Continue VIA Rail passes	52	25	12	4	5	2

Have you or your family used your pass within the last year: Yes 48%, No 49% and Other 3%.

Have you attended a meeting of your Local Lodge in the last year: Yes 53%, No 45% and Other 2%.

Have you ever attended a local meeting: Yes 81%, No 16% and Other 3%.

Reason for not attending meetings regularly:

Too far to travel	53%
Meetings continue too long	6%
Willing to leave decisions to Local Officers	13%
Do not receive notification of meeting dates and places	4%
No Interest	2%
Other	22%

According to the time periods listed below, when did you last see or talk to a:

	1 Year	2 Yrs	3 Yrs	Longer	Never	Other
Local Lodge Officer	75%	5%	3%	4%	5%	8%
Full Time Officer	48%	9%	4%	10%	13%	16%

Have you requested assistance from the Brotherhood of Railroad Signalmen in handling a grievance, claim or other matter: Yes 39%, No 57% and Other 4%.

If yes, in what years did this occur: 1981 17%, 1980 23%, 1979 10%, 1978 8%, 1976-1977 8%, Prior to 1975 4% and Other 30%.

To what degree do you read the following publications:

	Always	Often	Sometimes	Never	Other
Signalman's Journal	49%	24%	18%	5%	4%
Canadian Railwayman	40%	18%	19%	13%	10%

NOTE: All figures in the tables are presented as per cent of the replies received.

QUESTIONNAIRE DE LA FRATERNITÉ CANADIENNE, DES SIGNALEURS DE CHEMINS DE FER

	Un besoin absolu %	Important %	D'une certaine importance %	Aucune importance %	D'aucum intérêt %	Autre %
SALAIRES:						
Le maintien et l'amélioration de la clause escaladante COLA (boni de vie chère)	82	15	3	0	0	0
Instituer des augmentations salariales de longévité	34	36	18	4	4	4
Ajustement annuel des échelles de temps régulier	55	32	9	2	1	1
Indemnité accrue pour les employés en état d'appel	55	22	13	6	3	1
Augmentation des primes de poste	14	13	24	27	18	4
Augmentation de l'échelle du salaire de surtemps	47	27	18	4	2	2
Amélioration du plan de médicaments	33	31	24	7	3	2
Amélioration du plan de soins dentaires	33	34	25	6	1	1
Augmentation du plan d'indemnisation des employés (salaire lors de congés de Maladie)	54	30	11	3	1	1
Établissement d'un plan de soins oculaires	31	32	26	6	3	2
Obtenir un supplément d'assurance-vie pour les Signaleurs qui conduisent des véhicules de la compagnie	29	27	25	10	7	2
Améliorer la protection de l'assurance-vie pour les employés actifs et retraités	26	34	28	7	4	1
Établir une assurance-invalidité à long terme	34	38	22	3	1	2
PENSIONS						
Hausse automatique de toutes les pensions pour réfléchir les hausse du coût de la vie (Indexation)	62	24	10	2	0	2
Augmenter la pension au conjoint survivant à 75% de la pension de l'employé	55	28	12	2	1	2

Seriez-vous prêt à verser une cotisation accrue au fonds de pension pour obtenir l'indexation partielle ou complète de votre pension? Oui 64%, Non 33% et Autre 3%.

CONGES PAYES						
Institution de congés personnels	37	32	19	7	3	2
Augmenter le nombre de congés fériés	25	33	30	7	3	2
Augmenter le nombre de congés annuels	48	33	13	4	1	1
Améliorer les congés de décès	26	30	30	8	4	2

NOTE: All figures in the tables are presented as per cent of the replies received.

	Un besoin absolu %	Important %	D'une certaine importance %	Acune importance %	D'aucum intérêt %	Autre %
DIVERS						
Sécurité des employés (deux employés devraient travailler en équipe)	45	25	18	7	3	2
Les directeurs et les employés exemptés devront verser des cotisations syndicales pour conserver leur ancienneté	38	24	18	11	8	1
Améliorer le temps de voyage et les frais de déplacment des membres à l'extérieur du foyer	41	24	17	9	5	4
Maintenir les laissez-passer de VIA Rail	52	25	12	4	5	2

Vous êtes-vous servi de votre laissez-passer au cours des derniers douze mois? Oui 48%, Non 49% et Autre 3%.

Avez-vous assisté à une réunion de votre section locale au cours des derniers douze mois? Oui 53%, Non 45% et Autre 2%.

Avez-vous assisté à au moins une réunion de section locale? Oui 81%, Non 16% et Autre 3%.

Raisons pour lesquelles on n'a pas assisté réguliérement aux réunions:

Trop longue distance à parcourir 53%
Trop longue durée des réunions 6%
On consent à laisser les décisions aux officiers de la section locale 13%
On ne reçoit pas les avis des dates et des endroits des réunions 4%
Aucun intérêt 2%
Autre 22%

En vous référant aux périodes de temps indiquées ci-dessous, indiquex la dernie fois que vous avez recontré ou parlé à:

	1 ANS	2 ANS	3 ANS	PLUS LONG-TEMPS	JAMAIS	Autre
un officier de section locale	75%	5%	3%	4%	5%	8%
un officier permanent	48%	9%	4%	10%	13%	16%

Avez-vous déjà demandé l'aide de la Fraternité des signaleurs de chemins de fer pour le réglement d'un grief, d'une réclamation ou de toute autre question? Oui 39%, Non 57% et Autre 4%.

Dans l'affirmative, au cours de quelles années? 1981 17%, 1980 23%, 1979 10%, 1978 8%, 1976-1977 8%, Avant 1975 4% et Autre 30%.

Dans quelle mesure lisez-vous les publications suivantes?

	Toujours	Souvent	Parfois	Jamais	Autre
Signalman's Journal	49%	24%	18%	5%	4%
Le Cheminot Canadien	40%	18%	19%	13%	10%

News From Washington

Our thanks to J. R. (Jim) Snyder for allowing us to reprint some major items from his August 17, 1981 United Transportation Union Washington Report.

ConRail passes

ConRail to receive additional $262 million in Federal funding.

Secretary of Transportation to hire an investment banker to arrange sale of ConRail stock by block sale or public offering. It must first be offered to employees whose wages were deferred under agreement with ConRail in amounts equal to employee's deferral. On June 1, 1983, United States Railway Association to determine whether ConRail "will be a profitable carrier." If profitable, Secretary of Transportation to continue to attempt to sell stock. If unprofitable, Secretary to start negotiations to sell off ConRail in pieces. In November 1983, United States Railway Association to determine if ConRail was profitable between June 1 and October 31, 1983. If profitable, Secretary to continue to attempt to sell stock. If unprofitable, Secretary can begin to sell off ConRail in pieces. Unless ConRail is found unprofitable or requires additional federal money, the Secretary cannot sell ConRail in pieces before June 1, 1984.

ConRail relieved of all commuter operations as of January 1, 1983. Amtrak Commuter created as wholly owned subsidiary of Amtrak on November 1, 1981. On April 1, 1982, the commuter authorities notify Amtrak Commuter whether they or Amtrak Commuter will operate their commuter services. By May 1, 1982, ConRail, the commuter authorities that intend to operate their own services, and Amtrak Commuter are to negotiate implementing agreements transferring ConRail's commuter employees to Amtrak Commuter and/or the commuter authorities. On January 1, 1983, all commuter services transferred to Amtrak Commuter and/or commuter authorities.

Title V protections are repealed but all claims arising under former laws are preserved provided claims are filed within 90 days of time of repeal of Title V (approximately September 1, 1981). Secretary of Labor and representatives of ConRail employees to execute protection arrangement for "employees of ConRail who were protected by the compensatory protections of Title V immediately prior to its repeal and who are or may be deprived of employment by actions taken under the 3R Act or this Act." Protections may not exceed $20,000 total for an individual employee. Eligibility for protection expires 18 months after transfer or sale of ConRail stock or property. If no agreement within 90 days, Secretary has additional 60 days to certify protection arrangement. $385 million authorized for protection. $115 million of this amount authorized for termination of certain firemen and brakemen. First right-of-hire provisions similar to those in Milwaukee and Rock Island Laws. Election by employee to accept benefits of this Act waives all other benefits and right to challenge Act.

If the Secretary sells ConRail in pieces, *New York Dock* protections to apply. If acquiring carrier has collective bargaining agreement and parties do not agree otherwise, ConRail's agreement applies. Class III carriers exempt from this requirement.

Commuter authorities and Amtrak Commuter must execute initial collective bargaining agreements with unions by September 1, 1982, or dispute to be processed through special emergency boards and "final offer" arbitration proceeding. Employees may strike thereafter but members would receive no unemployment insurance during strike.

ConRail authorized to file for abandonment of any line by December 1, 1981, and Interstate Commerce Commission must grant application within 90 days. ConRail can file notice of "insufficient revenue" on any line by November 1, 1983, and to seek abandonment of such line within 90 days thereafter. Interstate Commerce Commission also must grant within 90 days.

Coal slurry is moving

H.R. 4230 has been introduced. This bill is practically the same type of bill that has been introduced in the past. It is completely unacceptable, hearings have already begun. I have testified on behalf of rail labor in opposition to this particular bill or any other legislation that would permit the construction of coal slurry pipelines. A number of studies have been made and none of these studies have provided a clear cut savings for the consumer. Neither do the studies reveal that there will not be a great loss of railroad jobs if such pipelines are built. In the event that this legislation should pass, and within the next 15 years pipelines could be built, there could be a loss of approximately 35,000 rail employees. Again, this would be a great erosion on our Railroad Retirement System. I suggest you continue to write your Congressmen and Senators in opposition to any coal slurry pipeline legislation. At this point, the Administration has not taken a position on the issue.

Fringe benefits pass

I am pleased to report, through our efforts with the Ways and Means Committee, legislation has been passed that prevents the Internal Revenue Service from adopting any regulations that would require the taxation of fringe benefits through December 31, 1983. This action, without a doubt, will save our members from paying taxes on fringe benefits for the next couple of years.

PRR steam recordings now available

Steam powered Pennsylvania railroad trains in the Shamokin and Mill Creek, PA area are on record No. 10, Pennsylvania, of the Railroad Record Club. Those who listened to steam locomotives and those who have never heard them will certainly enjoy this excellent recording of Pennsy power. Included is a recording of Pennsy's famous K-4 Pacifics which were noted for hauling famous trains, such as the Broadway Limited.

This record No. 10 is 12", playing at 33⅓ rpm. For more information, write *Railroad Record Club, Hawkins, WI 54530. Price is $6.75.*

Wise Words — Wise Man

All that serves labor serves the nation.
All that harms labor is treason.
No line can be drawn between the two.
If any man tells you he loves his country,
Yet hates labor, he is a liar.
If any man tells you he trusts his country,
Yet fears labor, he is a fool.
There is no country without labor, and
to fleece one is to rob the other.
—*Abraham Lincoln*

At the cable splicing training bench are (from the left): Bernard E. Britcher, general chairman, United General Committee; Bill Wiedmann, c&s instructor; Jim Crighton, engineer c&s training; Lewis Pratt, c&s instructor; and George Kabroth, maintainer tests, Amtrak.

Amtrak school is ready

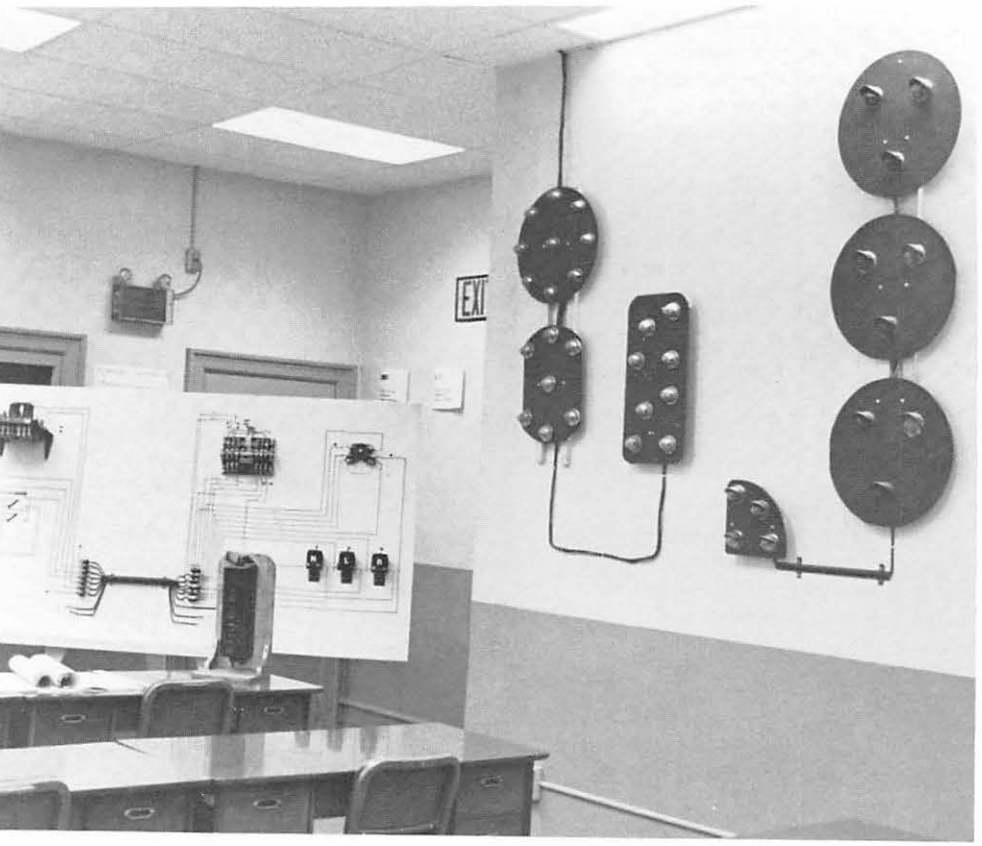
This school story is different. At the Amtrak signal school in Lancaster, PA, there were no students in class when The Signalman's Journal paid a visit in May. At present, the communications & signal training facility is closed due to budget cuts to Amtrak.

When the Northeast Corridor Improvement Program was in full swing, an influx of employees to install a new signal system was the impetus for funding of a signal training program. By August 1979, new hirees were being put through the school 10 at a time.

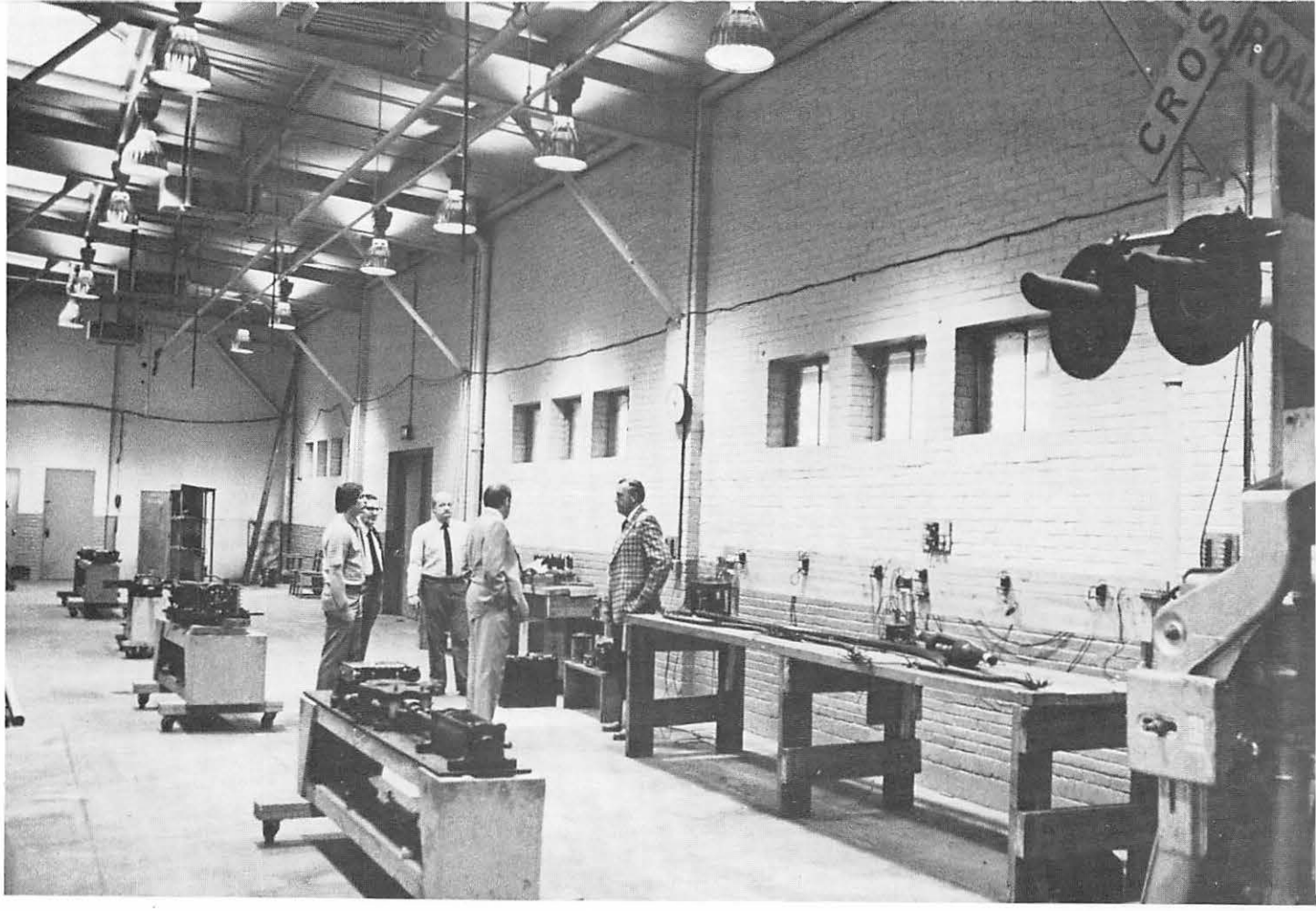
Over 100 new hirees have been through the 2-week indoctrination program. "One of the problems with new employees is that when you put them fresh out into the field and a man says 'hand me a relay', the trainee doesn't know what a relay is," says James Crighton, engineer C&S training.

Employees started out in a classroom going to school five days a week from 7:30 am to 4:30 pm for a two-week period. During that time they became familiar with everything they were going to see and actually got first-hand experience before going out in the field. In a second two-week session later on, students got a more intensive hands-on experience with actual signal equipment.

Instructors at the school are Lancaster residents Bill Wiedmann



Control circuits for electro-pneumatic switch machine are on panel at left. At right are position-light and colorlight signals.



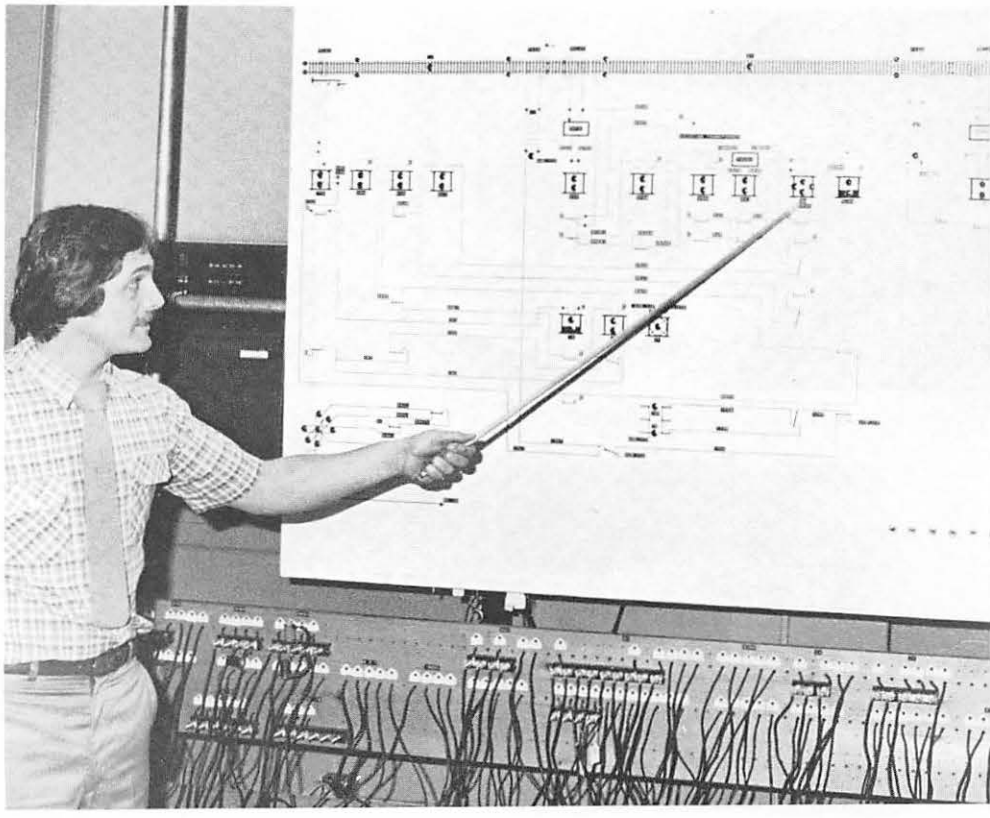
Signal equipment in lab includes switch machines, cable splicing set up (center right) and flashing-light signal and crossing gate.

and Lewis Pratt, both with many years of practical experience on the New York division C&S department of Amtrak, and before Amtrak with the Pennsylvania and Penn Central.

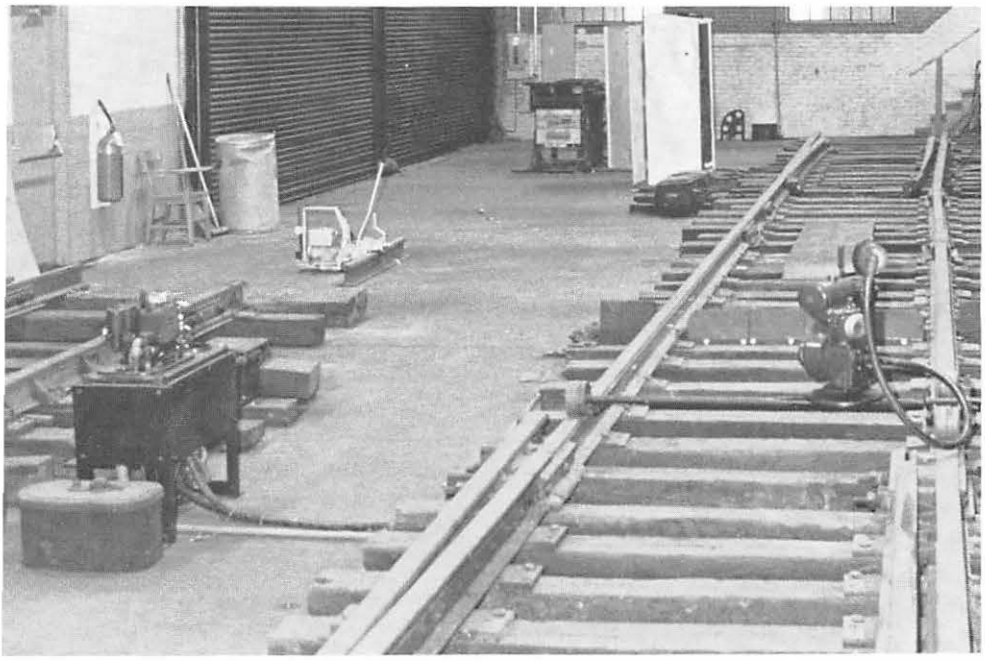
Also, Amtrak plans to provide training for older employees in the application of new techniques and use of new equipment, such as solid-state remote control, reports James A. Early, assistant chief engineer communications, signals & electric traction.

As the pictures show, the school facility is well equipped. It is in the former Railway Express building adjacent to the Lancaster passenger station. A listing of the various facilities gives some idea of the scope of the subjects that can be taught.

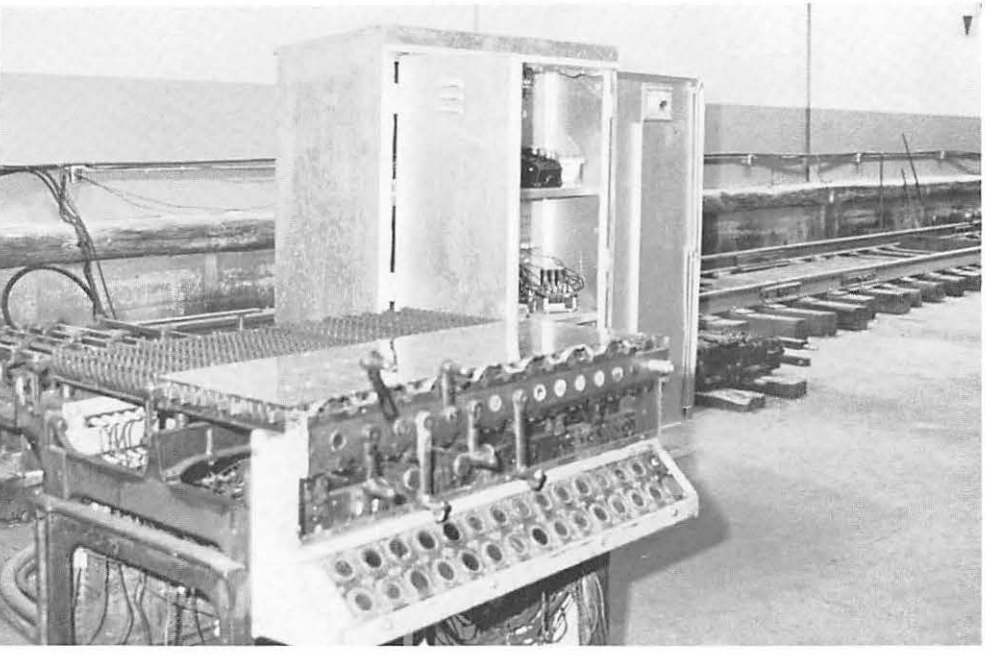
—Automatic block signal system with two-rail ac track circuits with 100 Hz coded cab signals imposed on



Pointing to key circuit element on the automatic block signal panel is Bill Wiedmann, instructor c&s at Amtrak's signal school in Lancaster, PA.



Power crossover and turnout have A-5 electro-pneumatic and M-3 110-volt dc electric switch machines.



Model 14 interlocking control machine controls power crossover and turnout.

Inspecting the interlocking section of the signal equipment laboratory of Amtrak's school are (from the left): Jim Crighton, engineer communication & signal training; Bernard E. Britcher, general chairman, Amtrak; Bill Wiedmann, instructor c&s; George Kabroth, local chairman, Conestoga Lodge 106; and Lewis Pratt, instructor c&s, Amtrak.

the track. Cut section included and set up on large panel with relays and controls in working order. Have test jacks to shoot trouble. John T. Turski, signal inspector, and a member of Conestoga Lodge 106 designed and built the display and track circuit panels.

—Operating position light signals.

—Resistor circuits in series and parallel to teach electrical fundamentals.

—Cable splicing teaching units.

—Rail-highway grade crossing warning devices including flashing-light signal and gate mechanism.

—Servo hotbox detector including scanner units, alarm system and chart recorder (not in service.).

—Complete interlocking with actual rails, power crossover and turnout with A-5 electro-pneumatic and M-3 electric switch machines. These switches are controlled from a Model 14 interlocking control machine.

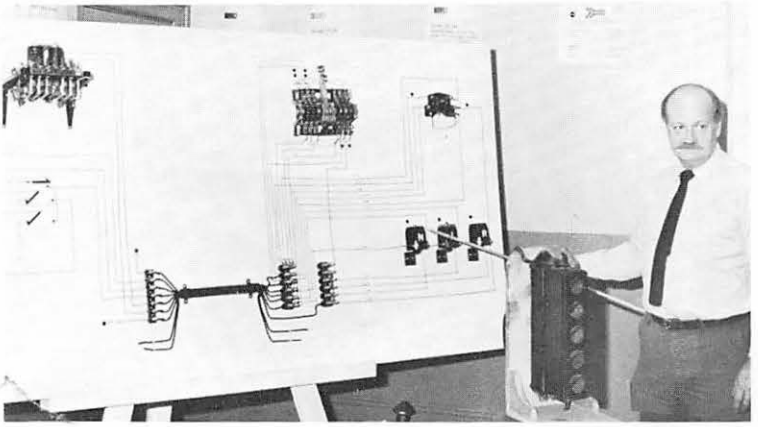
—Also in the lab section is an SL-26 electric lock and a T-20 switch circuit controller.

—Desks in the classroom area provide students with plenty of room for their notebooks, paper and textbooks.

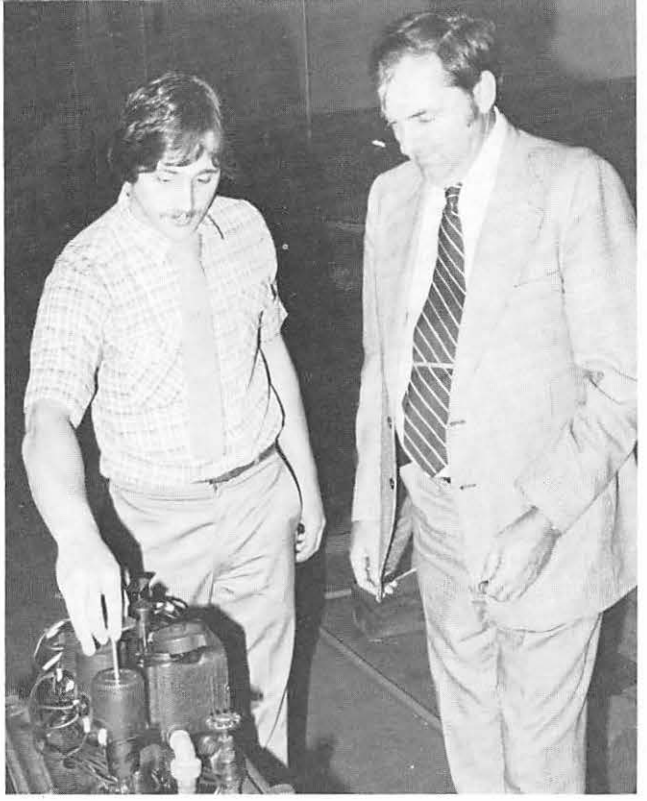
—Chalkboards (similar to conventional blackboards) are used but instructors can use colored markers to show different types of electrical currents and circuits.

—Around the classroom are many 8½ by 11 inch instructional sheets with pertinent information about the Amtrak signal systems. These sheets were made by John T. Koberlein, signal maintainer of Trenton Lodge 102.

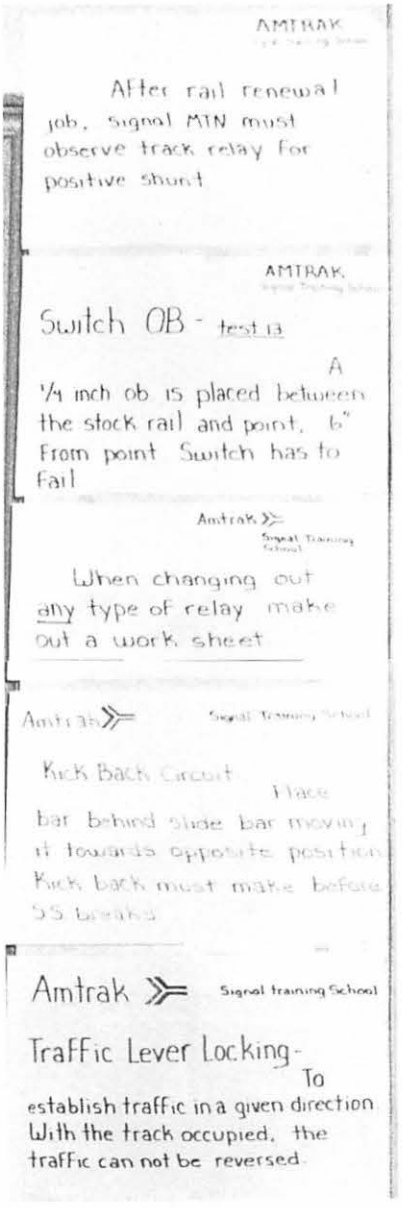
Amtrak has a well equipped school in Lancaster. Hopefully students will return in the near future to use this fine facility.



Elements of the CP valves on an A-5 electro-pneumatic switch machine are pointed to by Lewis Pratt, instructor c&s.



Adjustment to CP valve of an A-5 electro-pneumatic switch machine is explained by Bill Wiedmann, instructor c&s for Amtrak, as Bernard E. Britcher (right) general chairman, listens.


AMTRAK
After rail renewal job, Signal MTN must observe track relay for positive shunt
AMTRAK
Switch OB - test is
A
¼ inch ob is placed between the stock rail and point, 6" From point Switch has to fail
Amtrak
Signal Training School
When changing out any type of relay make out a work sheet
Amtrak
Signal Training School
Kick Back Circuit
Place bar behind slide bar moving it towards opposite position Kick back must make before SS breaks
Amtrak
Signal training School
Traffic Lever Locking -
To establish traffic in a given direction With the track occupied, the traffic can not be reversed

Signs on classroom walls give good information about Amtrak signal systems.

Switch circuit controller (T-20) adjustment is made by Lewis Pratt, instructor c&s as George B. Kabroth (left) local chairman of Conestoga Lodge 106, watches.

SCL signal shop is busy in Savannah

With today's high costs and inflation, many railroads are finding that signal repair shops can pay their way by reducing costs of not only repairing equipment, but in case wiring. This has been especially beneficial to railroads having to make a considerable number of installations of rail-highway grade crossing warning systems annually.

Seaboard Coast Line is finding its Savannah, GA signal shop is right up there with the best in keeping costs down and quality and productivity up. Considering its work force of 25 including a supervisor and a foreman, the Savannah Shop turned out 376 wired instrument cases and 7 wired equipment bungalows last year. They were installed at rail-highway grade crossings, interlockings and at ctc control points.

The Savannah Shop has a supervisor, a foreman, 2 leading signalmen, 15 signalmen and 6 assistant signalmen.

Facilities at the shop include a relay repair section where relays are cleaned, repaired, adjusted and calibrated. After calibration, relays are inspected and checked to see if they are within specs. If OK then they are tagged with the date, pick-up and drop-away valves and are placed on shelves for shipment to the field when needed.

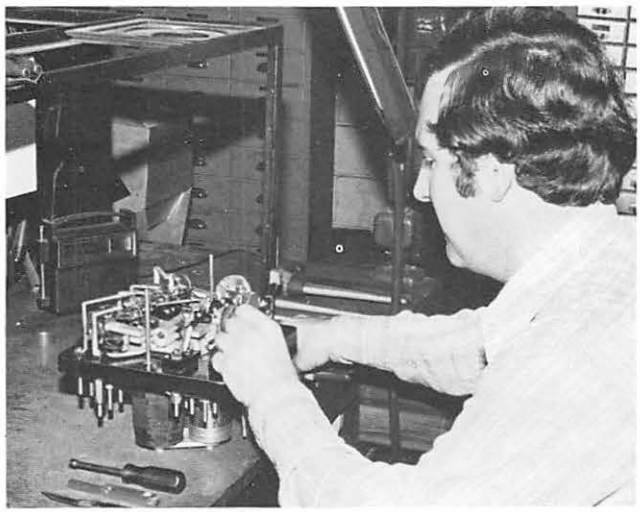
A shop test record of dc electrical apparatus is filled out by the man repairing or calibrating the relay. This card is kept at the shop to maintain a performance and repair record on the relay.

Other facilities include a blacksmith shop, a small machine shop, a case wiring area, a battery repair and storage area and sections for handling repair of signals, cases, switch machines and miscellaneous signal equipment.

The majority of case wiring concerns controls for rail-highway grade crossing warning systems. All equipment installed in these systems is new. Also some case wiring is done in bungalows for installation at centralized traffic control points in the field, usually at the ends of controlled sidings.

A very handy unit in instrument house wiring is the use of compressed air to run drills, terminal wrenches and screwdrivers. These air-operated tools are lighter in weight than electric tools and more quiet. The noise factor may not seem too important, but metal bungalows and cases reflect sound. The power wrench is very much faster than applying terminal nuts by hand. Also, as a signalman points out, once the torque on the wrench is set, all nuts are driven to the same degree of tightness. Thus none are loose or so tight that they cannot be removed or threads stripped. Compressed air for the signal shop is supplied from a main supply in the nearby reclamation shop.

Instrument cases and bungalows are re-worked at the shop. Old cases and bungalows are sandblasted, dents removed, sides straightened and new sections welded if old ones are too badly damaged or rusted to be repaired. The cases are then given a primer coat of rustproof paint followed by a coat of aluminum paint. Refurbished or new terminal boards may be installed.



Relay repair is a vital task in bringing relays up to correct operating standards. R. Steve Graham, signalman, is a member of Local Lodge 16, as are all signalmen in the Savannah Shop.

Repair of relays after cleaning is important. Douglas T. Ellis, signalman, works on relays in the Savannah, GA signal shop.

Calibration of relays is done after cleaning and repair. J. R. Stubbs, signalman, also adjusts relays along with inspection and testing.

Spec. No._____ Pc. No._____

Apparatus RELAY Type DT-10 Serial No. G22179

Resistance 0.5M to 6M Ohms 4 F 4 B ____ N ____ R Contacts

SHOP TEST RECORD OF D. C. ELECTRICAL APPARATUS

Date	Charge	SHUNT		D. P. U.		P. P. U.		Min.Opr.Stop		WORKING
		N	R	N	R	N	R	N	R	
12/7/72		Okay per Specs.				2365				8-10 Volts
8/31/81										8-10 Volts JRS

Rec'd From Storage Stock Sent To Shop Wiring

Location _____ Location _____

Date _____ Date _____

POINT RESISTANCE DATA

DATE	1F	2F	3F	4F	5F	6F	7F	8F	1B	2B	3B	4B	5B	6B	7B	8B	1N	2N	3N	4N	1E	2E	3E	4E		COIL
8-31-81	✓	✓	✓	✓					✓	✓	✓	✓														✓

MATERIAL USED

2 BASE GASKETS AND ADJUSTING KEY

REMARKS:

C + A

10-2-80
JNH

General metal repair involves sandblasting, cleaning, welding and painting. These tasks are applied, in addition to instrument cases and bungalows, to signal masts, metal foundations, ladders, car retarders, switch machines, derails and housings on circuit controllers, electric locks and crossing gate mechanisms.

Other items so necessary in signal work that are repaired, reconditioned and put into proper working order at the Savannah signal shop include gasoline engines for running bonding drills, rail grinders, trenchers, water pumps to evacuate water from pole line and foundation holes, or from cable trenches.

Derails, electric locks, switch circuit controllers, switch machines and colorlight signal heads are completely reconditioned. After dis-assembly, cleaning, repair and re-assembly, all units are thoroughly inspected and tested, if necessary, before being available for return to the field.

Another reconditioning process carried out at the shop is applied to Edison nickel-iron alkaline batteries. Cells are sent to the shop where the electrolyte is dumped, cases and

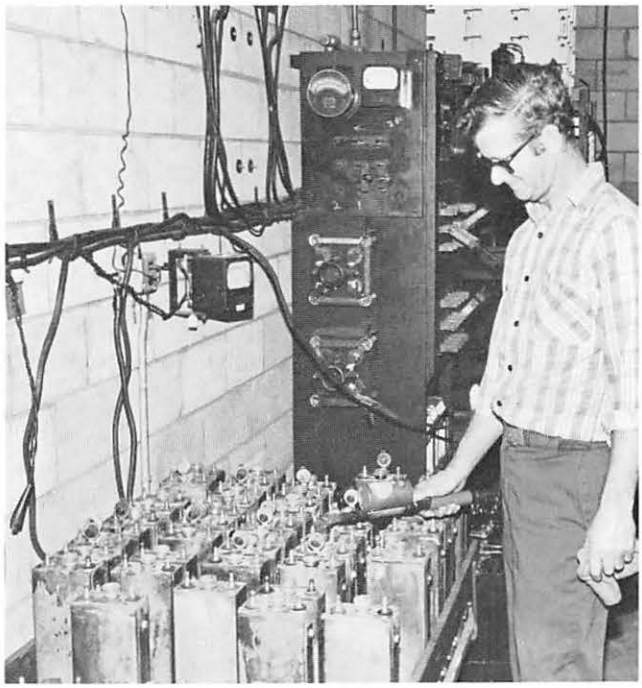
Dis-assembly, cleaning and re-assembly are important tasks in reconditioning batteries in the signal shop. Much of the work is done by A. Wayne Jarriel, assistant signalman.

plates are cleaned and re-assembled. New electrolyte is put in the cells and they are charged at 30 amp for 24 hours. Then at a 30 amp discharge rate over a 5 hour period the voltage is read every 30 minutes. Thus a check is made of battery life remaining in 10% increments as the battery is being discharged. At the end of 5 hours if voltage in a cell is 1 volt or better, the battery is then considered suitable for further service. It is then fully charged and tagged OK for field installation.

During 1980, SCL's Savannah signal shop production activity reads as follows:

Bungalows wired — 7
Instrument cases wired — 376
Bungalows and cases reconditioned — 100
Relays repaired and calibrated — 3,840
Switch machines repaired — 62
Switch circuit controllers repaired — 60
Electric locks repaired — 100
Plywood foundation forms — 109
Cement foundations — 100
Colorlight signals reconditioned — 60
Signal masts and ladders rebuilt — 30
Flashing light signals reconditioned — 36
Junction boxes reconditioned — 53
Gate mechanisms reconditioned — 25
Battery boxes reconditioned — 143
Gasoline engines and pumps rebuilt — 30
Storage batteries rebuilt — 3,500

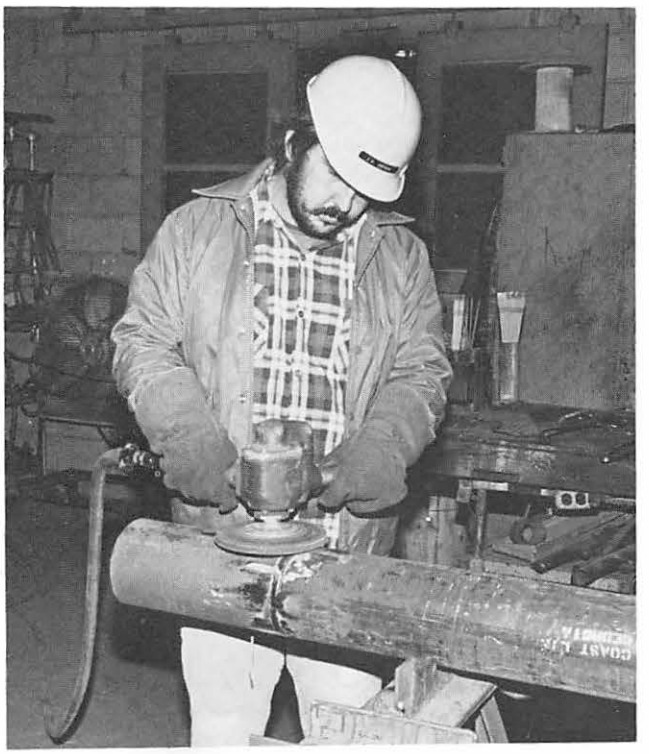
Obviously the Savannah signal shop is making an important contribution to keeping costs under control in SCL's signal department. Productivity by this steady, skilled and competent work force shows that SCL management is aware of the vital contribution a well-run signal shop can provide in keeping the railroad's signal system operating safely and efficiently.



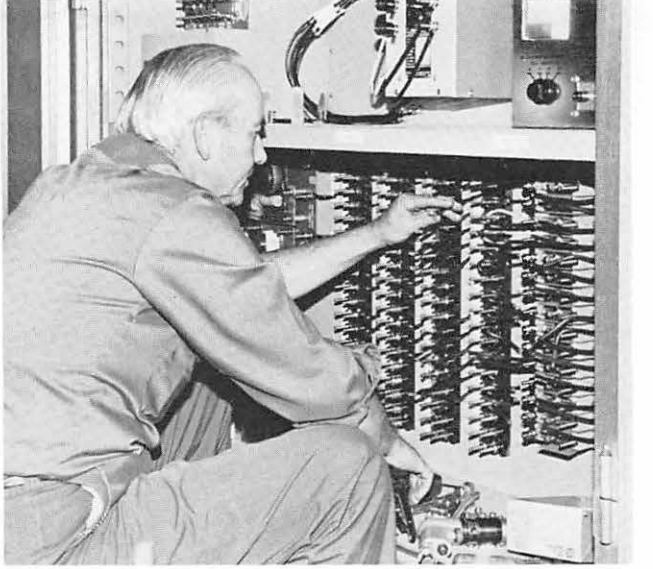
Adding electrolyte to Edison nickel-iron alkaline batteries is Brother Boyles. Instrument holds electrolyte and when electrolyte is at proper level in the cell, the instrument "beeps" letting signalman know he shoulld not add any more solution.

Checking cell voltages during the battery discharge cycle are Brothers Jarriel (left) and Perry Boyles, signalman, who reads and records the readings, but turned just as the TSJ camera took this picture.

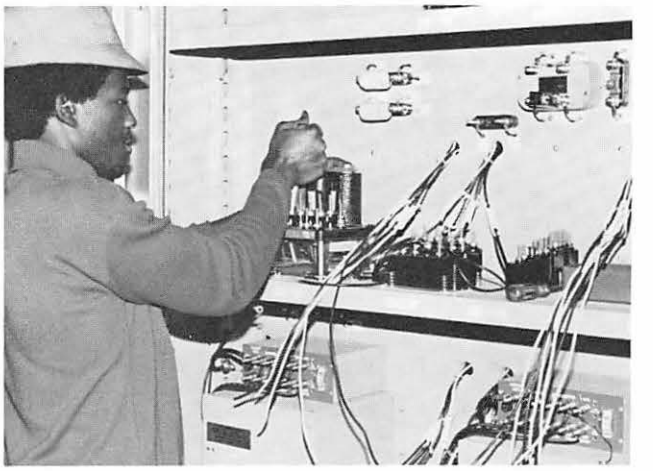
Repair of gas engines to operate bonding drills and rail grinders is handled at the Savannah Shop by T. T. Scott, signalman. Often Brother Scott completely rebuilds these engines.



Cleaning and repairing signal masts is done by Brother J. D. Amerson, signalman. A power grinder is used to remove rust and loose paint from masts.

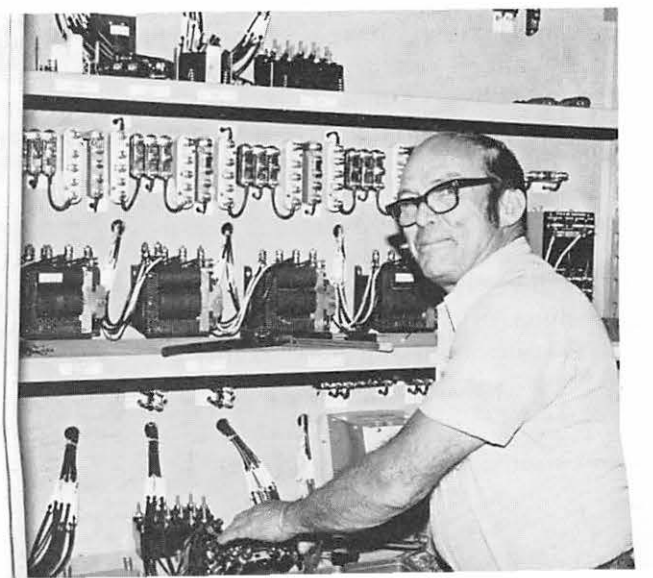


Checking the wiring on a terminal board is C. B. Fettler, leading signalman, at the Savannah, GA signal shop of SCL.



Tightening nuts on a relay is Michael Kennedy, assistant signalman, in the case wiring section of the signal shop.

Case wiring is done in a separate section of the shop where a clean environment and compressed air is available for wrenches, drills and screwdrivers. T. W. Maulden, signalman, was putting nuts on terminals when the TSJ camera took this picture.



Labor Firsts In America

Arbitration, mediation and collective bargaining

The first . . .

1792 **use of collective bargaining** was by an organization of Philadelphia cordwainers (leather workers).

1795 **collective bargaining agreement** was obtained by Philadelphia printers.

1799 **complete wage scale** was presented by the Franklin Typographical Society of New York City.

1805 **closed shop clause in a labor contract** was won by the Journeymen Cordwainers' Union in New York City.

1835 **formulation of the principle of exclusive jurisdiction** was by Pittsburgh iron puddlers.

1878 **state legislation permitting the state to attempt to settle labor disputes** was in Maryland.

1886 **state to create a permanent agency to mediate** labor disputes was New York.

1885 **collective bargaining agreement in the building trades** was gained by bricklayers in New York City.

1883 **state legislation authorizing voluntary arbitration** was in Pennsylvania.

1888 **federal arbitration law** was passed. It applied only to railroad workers and provided for voluntary arbitration by a presidentially appointed three-man board to arbitrate labor disputes. The Commissioner of Labor served as the ex-officio chairman.

1891 **use of the term "collective bargaining"** was by Beatrice Potter (Mrs. Sidney Webb), a moderate Socialist, in *The Co-operative Movement.*

1898 **permanent federal mediation service** was established by the Erdman Act. Pertaining only to railroad labor disputes, this legislation offered the first federal sanction to unionization and collective bargaining since it prohibited employers from requiring workers to refrain from joining unions as a condition for employment. This provision, however, was declared unconstitutional.

1902 **president to act as a mediator in a labor dispute** was Theodore Roosevelt, who personally attempted to settle the anthracite coal strike of 1902.

1912 **federal legislation permitting federal employees to unionize and lobby Congress** was the Lloyd-LaFollette Act.

1913 **federal mediation service for labor disputes outside of the railroad industry** was created by the Act creating the Department of Labor. The legislation authorized the Secretary of Labor "to act as mediator and to appoint commissioners of conciliation in labor disputes whenever in his judgment the interests of industrial peace may require it. . . ." In 1947, the United States Mediation and Conciliation Service was made an independent agency.

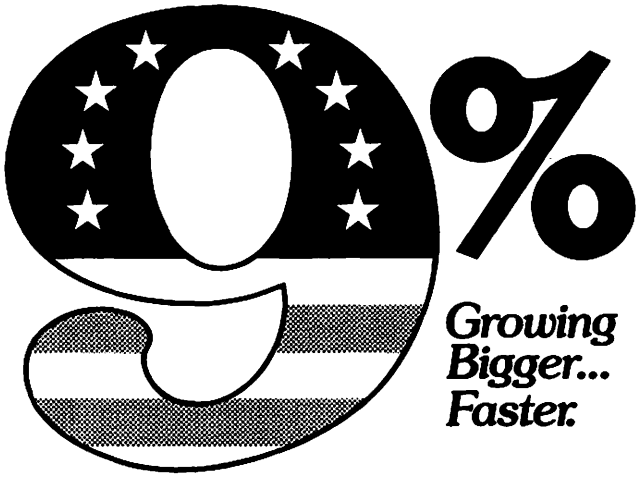
1920 **compulsory arbitration law** was passed in Kansas, but the Supreme Court declared parts of the act unconstitutional.

1922 **arbitration association,** the American Society of Arbitration, Inc., was formed in New York City.

1933 **federal legislation guaranteeing the rights of employees "to organize and bargain collectively . . . free from the interference, restraint or coercion of employers"** was the National Industrial Recovery Act. In May, 1935 the Supreme Court held that the law was unconstitutional, but in July, 1935 Congress passed the National Labor Relations Act, which established a board to supervise and enforce labor's right to organize and bargain collectively.

1962 **machinery created to promote unionization and collective bargaining in the federal government** was established by Executive Order 10988 issued by President John Kennedy.

Another increase for U.S. Savings Bonds.



That's the good news about U.S. Savings Bonds.

The Series EE Bonds you buy today grow bigger, with an increased interest rate of 9%. And they do it faster, with a shortened maturity period of only 8 years. Interim rates have been improved, too. Bonds earn 6% after 1 year and 8½% if held 5 years.

These changes make Bonds much more desirable. And with the Payroll Savings Plan, it's easier to save more, in a shorter time.

In fact, almost all outstanding Savings Bonds will benefit from a 1% increase to their next maturity.

So take another look at Bonds. They're still easy to buy through the Payroll Savings Plan; they're safe, guaranteed. Take a look at the tax benefits. The new interest rates. The shortened maturity. And you'll see Bonds do make sense.

For you, and for your country.

Take stock in America.

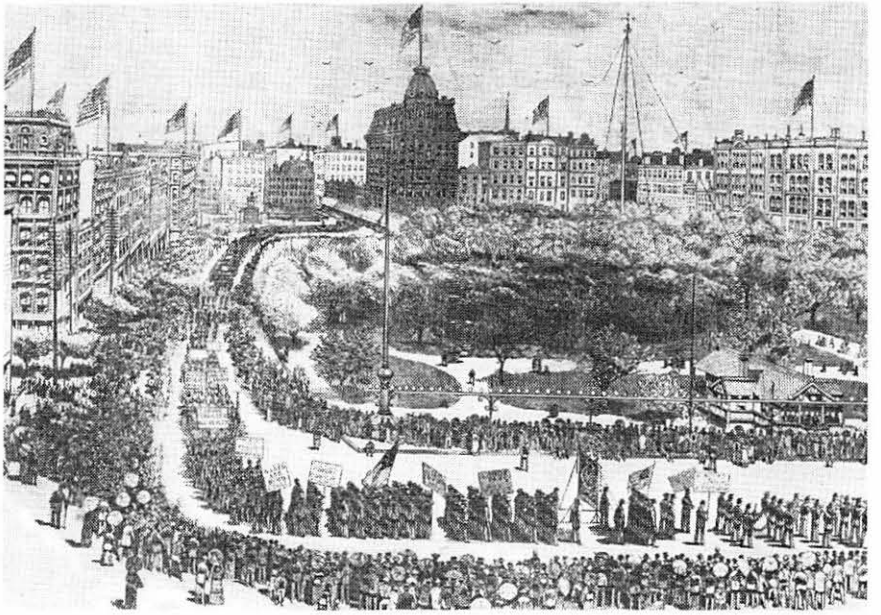
UNITED STATES SAVINGS BONDS

AFL-CIO Centennial:

1881: A Union Idea Whose Time Had Come

Peter J. McGuire of the Carpenters, Samuel Gompers of the Cigarmakers—secretary and president of the AFL from its beginnings.

Breaker boys—child labor in the coal mines.



Labor Day parade in New York's Union Square in 1882, demanding the 8-hour day.

The AFL-CIO this year is celebrating the Centennial of the modern American trade union movement.

How did it all get started, back in 1881?

Basically, because it was the right idea, the right time and the right people to put it all together.

1881 wasn't the first time that American unionists had tried to put together a national organization to speak with a single voice for working people. Half a dozen times before, working people had made the effort . . . and then seen the new federation fall apart within a few months or a few years.

Before 1881, there had been a fair number of unions—but mostly they were isolated local organizations: carpenters, cobblers, printers, iron workers, seamen. Before 1881, too, there were a handful of international unions—typographers, marine engineers and a couple of others. Earlier, in 1881, two new international unions came into being: the Boilermakers and the Carpenters, each formed at small conventions of local officials in Chicago, each grown strong during the next ten decades.

Then, in November 1881, in a little hall in Pittsburgh, a group of union men got together to talk about the need for uniting their forces in support of their union rights and to help achieve their legislative goals.

Their problems were very real. Prevailing 'public opinion' at the time held that unions were nothing more than conspiracies, probably illegal and certainly nothing for "decent folks" to join.

Why, then, did the new labor federation in 1881 manage to hang in and grow when the earlier efforts had failed?

Three good reasons:

- **Unions were more necessary than ever before.** The American Industrial Revolution was moving fast. Small firms were starting to become big business; the age of the corporate "Robber Barons" was just around the corner. The old personal relationship between employer and employee was disappearing as big factories appeared on the scene.
- **The 1881 trade unionists 'had a better idea'.** Most of the earlier efforts to build a national federation had been based on the dream of building a "perfect society." In 1881, the idea was a lot more practical. The new federation would work for attainable goals—like making life a little better for working people. Its first big goal: the 8-hour day.
- **The leadership was better: dedicated, visionary, yet practical.** Sam Gompers, a 31-year old official of the Cigar Makers, had brains, energy and time on his side. He became the first president. Peter J. McGuire was secretary of the Carpenters, and became the group's secretary. He was an outstanding organizer, a man who could visualize the future and plan for it. (He became the "father of Labor Day.") Together, the leadership was dynamic—a "winning team".

So, it happened . . . a labor federation was born.

In 1881, the Federation of Organized Trades & Labor Unions came into being. Five years later, FOTLU changed its name to AFL—the American Federation of Labor. The modern labor movement was on the move.

'Railway Labor Act is an effective law to

So stated the late Fred Kroll, international president, Brotherhood of Railway & Airline Clerks. Below are highlights of a talk President Kroll delivered to a graduate-level class at Cornell University's School of Industrial Relations in September 1980. Our thanks to Diane S. Curry, BRAC director of publications, for permission to reprint from the International President's Bulletin.

The American public generally, and to a great extent even serious students of industrial relations, seem to hold a basic misconception as to the purpose of the Railway Labor Act which was passed in 1926 in order:

- To prevent the interruption of railroad service which was then and remains vital to American commerce;
- To ensure the right of railroad, and later airline, employes to organize;
- To provide complete independence to both carriers and unions in the matter of self-organization;
- To assist in prompt settlement of disputes in the industry over rates of pay, work rules or working conditions; and
- To assist in prompt settlement of disputes growing out of grievances.

Most accept the Act as the panacea of all railway labor problems. Thus, immediately when a problem is not solved to their satisfaction, that is to say without disruption of work, they start screaming that the Act is a failure. For example, influential individuals, like Senator Packwood a few years ago, have demanded amendment of the Act and a complete restructuring of the industry's labor relations.

In 1972, Senator Robert Packwood (R-Ore.) introduced a proposal to outlaw strikes in the transportation industry. It came in the form of an amendment to a bill aimed at introducing compulsory arbitration as a means to end a strike by West Coast dockers, a bill that was signed by President Nixon as a symbolic act even after a voluntary agreement had been reached. This amendment was defeated 42-39.

What is forgotten in such instances is that the purpose of the Railway Labor Act is to avoid strikes not to eliminate them. The mere fact that you have strikes under the Act does not mean it does not work. Congress, in creating the Act saw fit not to outlaw strikes. It did not pass an anti-strike law. Instead, it created a law designed to give the parties full opportunity, through interminable processes, to make agreements and settle differences, and in those cases where this is not possible, allow the parties to resort to self-help.

To understand that the Railway Labor Act is not an anti-strike law perhaps it would be well to briefly review the development and growth of railway labor policy of this country, a policy that has been developing for more than 90 years.

Two factors have shaped the growth of railway labor laws during this period: one is the industry's essential place in the economy; the other, the existence of powerful employe organizations whose strength has counted in political as well as in economic terms. The result of these two factors has been a special concern with problems of railway labor by all three branches of our federal government: Congress, the Administration, and the Judiciary.

The necessity for uninterrupted transportation service prompted Congress to enact legislation to settle railway labor disputes long before it became concerned with collective bargaining generally.

Regulation of union activity outside the railway industry did not, in fact, become an item of congressional concern much before the 1930s. There were earlier laws such as the Clayton Act of 1914 which sought to protect labor by prohibiting broad injunctions against union activity and protecting them from prosecution under anti-trust legislation. However, prior to passage of the Norris-LaGuardia Act of 1932 which was a more effective version of the Clayton Act and the Wagner Act of 1935 which established a framework for collective bargaining which remains today, regulation of union activity was largely in the hands of the courts.

Legislative History

Beginning with the Arbitration Act of 1888, which provided for voluntary arbitration and investigation as a means to adjust labor disputes, there was a succession of laws passed governing industry relations on the railways, each of which was abandoned when the machinery it created was found inadequate in an important controversy or when the law was disregarded by one or both of the contending parties.

The Arbitration Act, for example, was abandoned after ten years, during which time no disputes were arbitrated under it and its investigative features proved inadequate as a means to help resolve the Pullman strike of 1894, which had been broken before a Presidential Commission appointed under the Act to investigate and make recommendations could file a report.

The Arbitration Act gave way to the Erdman Act of 1898 which introduced the possibility of mediation in railway labor disputes for the first time. It was 1906, however, before any disputes were settled under the Act, following a railway's refusal to accept a union's request for mediation in the first year following enactment of the law.

The Erdman Act was followed by the Newlands Act of 1913 which established a permanent board of mediation and conciliation of railway labor disputes. This Act added to the jurisdiction of mediation those disputes arising out of interpretation of agreements and in the years immediately following its enactment was used with apparent success.

The Newlands Act became subject to amendment in 1920, following three years of direct government control of the railways during World War I. While railways were being returned to private ownership, Congress wanted to retain at least some of the elements of government control over the industry's labor relations that had evolved during the war.

The Transportation Act of 1920 was a compromise piece of legislation that stopped short of the Senate's wish to impose compulsory arbitration, opting instead for the creation of a board to hear and decide on all unresolved disputes. The board was given responsibility for both mediation and arbitration and soon became bogged down with cases. The Act's direction away from a primary reliance on voluntary collective bargaining assisted principally by mediation to resolve interest disputes was not in step with the conventional employe-management relations as it was developing in the United States to that point.

The essential feature of these laws, other than the 1920

avoid strikes without eliminating them.

Transportation Act, was their emphasis on voluntary procedures of mediation, "fact-finding" or non-compulsory arbitration, and the corresponding absence of any power by which the government might prohibit work stoppages or otherwise determine the content of labor agreements.

The Railway Labor Act of 1926 was actually "a composite of a number of the major voluntary features of railroad labor law going back to 1888," without the concept embodied in the 1920 Act "that any neutral body should 'decide' the terms of railroad labor agreements." The 1926 Act provided for mandatory mediation when bargaining breaks down, but arbitration only if the parties agree.

Down through the years, then, the voluntary aspect of labor relations in the industry has been maintained and different mediation boards have seldom, by law, been entrusted with exclusive jurisdiction to settle the industry's labor disputes. However, when national strikes have threatened, the President has intervened at least as far back as the eight-hour-day movement of 1916 when a number of rail unions refused to arbitrate or permit mediation on the issues. Intervention by the President since has usually taken the form of injunctions or federal seizure and operation of the railways.

Demands for revision of the Railway Labor Act today grow out of the criticism that this dual system of public control is an ineffective half-way step toward compulsory procedures which fails to keep the peace or to encourage voluntary agreements. I don't agree. Breakdowns in collective bargaining do not support suggestions that the Act be annulled. Obviously it was drafted by human beings, and like anything else of human genesis, it has been more of a success than a failure. Consider that theAct has been in existence for more than fifty years with only one significant set of amendments.

Amendments in 1934 guaranteed workers freedom of association under the Act and provided for establishment of a permanent National Railroad Board of Adjustment to arbitrate disputes arising out of grievances. Amendments in 1936 extended the Act to include the airline industry. Amendments in 1951 provided for union shop agreements and made dues deductions permissible.

In this era, substantial changes have occurred in the railroad industry. The Act nonetheless, has been flexible and viable enough to accommodate the governing of a significant labor force without major change. Everyone connected with the law seems to be in agreement: the law generally settles most disputes without either side having to resort to self-help.

We do have strikes and lockouts in the industry, however, and a legitimate question is: what causes these strikes and lockouts? My personal feeling is that strikes are caused by immovable positions taken by one or both of the parties involved in a dispute. In other words, a failure by one party or another to bargain in good faith or the maintenance of immovable positions under the law can do nothing but contribute to a strike situation.

In 1978, for example, my own union found it necessary to strike the Norfolk and Western Railway. One year later, we struck the Chicago, Rock Island and Pacific Railroad. In both instances, we were forced to take this action because both managements, early in negotiations, took a stand that they refused to modify, adjust, compromise or change. Each management took a bargaining stand and regardless of what transpired at each of the steps of the Railway Labor Act, their positions remained unchanged.

Classic Examples

Such immovable stances on the part of managements, unfortunately, are not rare. Over the years, we have had a host of cases on this point, a classic one having been the 1957 to 1962 confrontation with the Chicago and North Western Railway. In that case, the Order of Railroad Telegraphers, a union that in the late 1960s merged with BRAC, served notice on the C&NW in December of 1957 under Section 6 of the Act, which sets the procedures for negotiating changes in wages, rules and working conditions. The C&NW took the position that the notices were nonbargainable and as such were improper under the law. No negotiations ensued. The company made its position known to the employes and did not deviate once while the case wound its torturous route to the Supreme Court, which ruled in April of 1960 that the C&NW was compelled to negotiate on the issues in the Section 6 notice.

One would think this would have ended the matter and that the parties would have settled down to resolve their differences. But that was not what happened. For the next two years, the case wound its way through the mediation steps provided in the law. In early 1962, the proffers of arbitration being rejected, the employes set a strike date. An Emergency Board was appointed in April of 1962 which made its report in July of 1962. Four and one-half years of handling, which included a Supreme Court decision and an Emergency Board report, did not contribute to a settlement. Thus a strike took place on August 28, 1962. The strike lasted thirty days after which time the parties agreed to final and binding arbitration.

The case is classic in that it involved each and every step of the Railway Labor Act. The law was designed to avoid strikes; nonetheless, a strike did occur. But in my judgment, the main reason for the strike was not a breakdown in any single procedure of the law or a failure of those charged with the administration of the law to put it to good use. Instead, it was the fact that one party to the dispute, in this case the company, steadfastly refused to admit that an issue, in this case employe protection, was bargainable under the Railway Labor Act. Had the company recognized this after the notices were served in 1957, perhaps the other processes of the Act would have eliminated a strike. Had they reconsidered in 1960, following a Supreme Court decision, that too could have eliminated a strike. The report of the Emergency Board, if accepted, could have eliminated a strike. Thus, the fact that a strike did occur in spite of all the handling, should not be used to argue that the law does not work. In fact, it was the reluctance of one party to bargain in good faith that caused the strike, not the law.

Twenty years later the situation had not changed much in our dealings with the N&W. From the outset, the N&W took the position that our Section 6 notice contained non-bargainable matters. The company refused in the first thirty days of handling, as required by Section 6 of the Act, to discuss any of the substantive items in the notice. Their single point was that the notice was not bargainable. In the subsequent handling they maintained this position. All communication was with the clear understanding that the company did not waiver in its position on bargainability. The Mediation Board met with the same argument. When the board, with two separate mediators, attempted to

move the case forward, the company steadfastly maintained that the issue was non-bargainable. Even through the proffer of arbitration, which was rejected, and the setting of a strike date, the company argued non-bargainability. BRAC struck on July 10, the N&W was in court in Chicago that same morning. The case in the court and on appeal was on the issue of bargainability. Had the company at any time attempted to negotiate, as opposed to standing firm on an argument that they were subsequently unable to maintain, perhaps the issue could have been resolved without a strike. Here again, like in the C&NW case, it was not a defect of the law that caused a strike; it was the adamant position of one of the participants and the refusal to negotiate on this issue that caused the strike.

More recently we experienced the same situation with respect to the Chicago, Rock Island and Pacific Railroad, prior to its demise as an independent entity. The Rock Island took a position in 1979 negotiations that they would not bargain on the issue of retroactivity whereby employes receive wage increases backdated to a point in time prior to the signing of an agreement. The position differed only slightly from the C&NW in the 1962 strike and the N&W in the 1978 case in that it had not structured its position on bargainability under the Act but instead stated that it was financially unable to pay retroactivity. The difference is not significant in that the result was the same: the Rock Island, throughout all the handling that was afforded under the law, maintained its stance that it would not bargain on retroactivity. A strike ensued. But again, I would argue that it was the reluctance of a company to freely negotiate that contributed to the strike and not the mechanism of the law itself.

The three examples discussed above demonstrate that the Railway Labor Act can achieve its purpose only if the parties allow it to work. If they do not, then strikes will occur. In hundreds of cases each year, the Railway Labor Act does contribute to settlements without resort to self-help. These cases are relatively uninteresting to the public; they do not cause headlines and are rather routine. But it is in this area that the Railway Labor Act achieves its most notable successes.

Perhaps the reason that the Act is successful in contributing to hundreds of settlements per year is the fact that the Act does not outlaw strikes. In other words, when either side to a dispute has license to eventually resort to self-help, the threat of resorting to self-help must have some effect on the posture of negotiations and could well contribute to settlement. It's an aspect to the process that parallels the nuclear deterrent in discussions of detente with the Soviet Union. Knowledge that each side has ultimate power to damage the other may tend to make efforts to find agreement more substantive.

For my part, I would hate to think what industrial relations in this country would be if railway workers were ever prohibited from striking. From time to time propositions do come forward that alternatives to strikes must be developed if twentieth century industrial society is to prosper into the twenty-first century. But most suggestions are ill-conceived. Arguing that strikes must be eliminated if the industrial society we know is to prosper, is akin to arguing that divorce must be eliminated if marriage as an institution is to be preserved.

Role of Congress

The law, as I have said earlier, does not prohibit strikes. But when national rail strikes have been threatened or occur, Congress has not been reluctant to pass ad hoc legislation to prevent or end them. In fact, ten times since the end of World War II, Congress has seen fit to pass laws ending or prohibiting strikes. The ten laws involve seven separate disputes, six of which are in the railroad industry. The one that was not in the railroad industry was in longshoring.

Based on experience, it can be expected in the future that if and when strikes are threatened or occur, Congress is going to become involved. And, if history subsequent to World War II is a teacher, Congress is most likely to become involved on an ad hoc basis. It is going to leave the Act as it is and deal with each emergency as it arises.

I suspect this may be the way unions in the industry want to leave the matter and with reason. For example, the nation's railroads secured from Congress and congressionally imposed arbitration certain relief on train crew consists that some observers believe they would never have secured otherwise. By the same token, congressional intervention in BRAC's December 1970 national railway strike granted wage increases that the carriers were reluctant to grant without certain concessions. I also believe that some of the small unions in the industry may practice brinkmanship on a national basis in the hopes they may secure politically that which they cannot secure with economic pressure.

In conclusion, it is my view that the Railway Labor Act works in the area of negotiations and that occasionally strikes may be necessary to insure that it continues to work. I am not alarmed that Congress on ten occasions in the past thirty-five years has seen fit to pass ad hoc legislation to prevent or end strikes. Congress will probably in the future find it necessary to follow the same course in the case of national emergencies. But this to me is better than enactment of no-strike legislation.

Tunes from an Old Rail

By Oscar E. Miller

Poems composed over the years 1923-1961 by the former signal engineer, Terminal Railroad Association of St. Louis. Our thanks to Phillip A. Smith, superintendent communications & signals, TRRAStL for loaning us this book of Oscar Miller's poems so that we might reproduce them for the enjoyment of our readers.

Copyright 1961 by Oscar E. Miller

When Steam was King

From the hills and forests and plains of the West
Where the country has always divinely been blest,
The cars started out on the eastward trail
On the tangents and curves of the railroad's rail.
The fruit and vegetables, eggs and meat,
Were loaded in "reefers" to beat the heat.
Of the best produced much was routed "Big Four"
To the town of New York, the country's front door.

Across the Pecos the Santa Fe went
With loads of "hot stuff" from the West Coast sent,
The "Frisco" brought freight from along its way
And the Mo. Pac. hurried, avoiding delay.

They all rushed their freight toward old St. Lou',
On the "high iron" rails the wheels almost flew,
From the engine's stacks to a railroader's ear
The steam exhausting was music to hear.

At St. Louis' yards cars were switched from the trains
As the yard engines echoed the sweet refrains,
The cars then entered the right of way
Of the great terminal, the T.R.R.A.
Then they moved on to Big Four's Brooklyn yards
Where the yard clerks tacked on the routing cards,
So the switchmen could classify cars for the track
To which they were destined; they switched forth and back.

The yardmaster there was a man of great fame,
George Washington Webster was his name;
At putting a train together he knew
That each move must count while the minutes flew.
In the switching of cars he knew all the tricks
And when he assembled Big Four "NY6",
You could bank on him to be ready on time
On this you safely could stake your last dime.

So the train was lined up in a manner fast
And when it stood all assembled at last
Engine 6-0-4-1 from the lower yard came
And was put at the head of the waiting freight train.
The "car-knockers" found that the brakes were O.K.,
To brake the train on the right of way
And the train clerk took down the initial and number
Of each car from the "crummy" right up to the tender.

As the cars stood ready to take to the "main",
In station order they stood in the train,
So that when they came to their destination
They could be "set out" without hesitation.
The cars were attached to the engines rear;
First cars for Mattoon, the city most rear,
Indianapolis, "Cincy", then Cleveland station,
Buffalo, Albany, New York and Boston.

The train conductor to the yard office went
Got the bills for the cars as was his bent,
The train "whistled off" — the caboose at last came
The conductor then climbed up on the train.
The switch to the "main" had been opened after
Permission was gained from the train dispatcher
And N-Y-6 started out once more.
For the far away Atlantic shore.

At the Union Station, back in St. Lou',
A passenger train, "20", to leave was due.
The dispatcher wrinkled his worried brow
And thought to himself, "I wonder just how
Can I get N-Y-6 out of the way
Of this passenger train without delay";
For N-Y-6 had left the yard
And soon train 20 would be coming hard.
But he knew in the engine of 92
Was an engineer, tested, tried and true;
Walter Parsons was this "Hogger's" name
And better than he they never came.
If it could be done he would stay in the clear
Of passenger, "20", when it drew near.
Parsons had passed the tall Lenox tower
When "20" departed, at the 6:00 P.M. hour

"I'll run Parson's train on the westward track,
I'll cross him over and cross him back"
The dispatcher thought. In the engines cab
There was plenty of thought and little gab.
Old Parsons thought, "This engine's great
I'll outrun "20" and haul their freight
If they'll stay on the track, we'll take a ride
Such as never occurred 'cross this country side.

He widened the throttle, brakes in full release
The bark of the engine's exhaust did not cease.
In the cupola rode the freight conductor,
An "old rail" known as Johnny Miller.
He watched the train as the cars careened
For flaming journals and dragging beams
Which could pile up the train as it tore through the night
And zipped along in arrow-like flight.

At Livingston Tower the signal was green
This to old Parse was a beautiful sheen,
For he knew that he still was ahead of "20"
But of minutes to spare he had not a plenty.
He dared not slow up on that eastbound rail
Or "20" would soon be right on his tail,
He glanced at his watch, set the "Johnson Bar",
And set his sights for Hillsboro Tower.

At Hillsboro Tower another green shone
To Parse 'twas the love of God for his own.
He was nursing with care his water supply
To Mattoon without water he was going to try
"OS Hillsboro — 92 x 7-0-2";
"OS Livingston — 20 by 7-0-3";
These reports from the towers came over the phone
With Parsons making a great run for home.

Just west of Nokomis a yellow board showed
For a mine run was out on the main in the road,
He reached for the brakes, then shut off the steam
But the signal then cleared and was glaring bright green
For the mine run had entered the switch at the yard
He got in the clear so he wouldn't retard
N-Y-6 and "20" as they skimmed the rail
And hustled "hot stuff", "varnish" and mail.

At Pana Tower Parse was still in the lead
But here he was forced to reduce his high speed
At the spot in the route at the end of the double
Track as it turned near the tower into single.
But when the caboose rolled along through the switch
At single track's end, it gave a wild pitch,
The conductor thought, "We are sure on the ground",
But it righted itself and gave a great bound.

The slack ran out with a spine shaking bump,
Parse opened the throttle, ahead they did jump,
Just like a rabbit pursued by a hound
While the driving wheels madly spun round and 'round.
Through Tower Hill and Moulton, through Shelbyville town,
Across the Kaskaskia flowing on down,
Then on to the big Thornton curve they hurried
But the water was low and this had him worried.

But on through the night, through Middlesworth small,
Past Windsor and Gays with their granaries tall,
Then the lights of Mattoon gleamed through the night
It was here that Walt Parsons would end his wild flight.
When into the yard he pulled his long train
Train "20" was coming behind on the main.
Back in the tender the water used up,
To the water plug they hurried before she blew up.

Well this is a tale of the old "Big Four",
It is only one, there are many more,
No better railroading job e'er was done
Than on that Big Four preferred N-Y-6 run.
And the men then were really men among men,
In those days of old away back then,
In those happy days which now are a dream,
When the railroads ran by the power of steam.

Loyalty to Duty

When ice is heavy on the lines
And traffic's at a stand,
While Jack Frost reigns triumphant
Over all the frozen land,
When interlocking plants freeze up
Or far off signals fail,
It's great to maintain signals
When the sleet is on the rail.

They call you out at midnight
To take a lonesome ride,
'Cross ten or twenty miles or so
Of freezing countryside;
Your car wheels slip on icy rails
And progress seems so slow,
As cold winds cut and sting your face
And start the tears to flow.

Perhaps your nose turns frosty white
And slowly, surely freezes.
You feel you're surely catching cold
Or other dread diseases.
The biting wind whips 'round your car
And chills you to the bone;
It's then you curse your luck and job
And wish you were at home.

It's not a job for weakling's hands,
To keep trains on the move,
But it's a job for hardy men,
Whose courage it will prove.
It takes a lot of grit and nerve,
I'm sure you'll all agree,
And plenty of that other stuff
That folks call Loyalty.

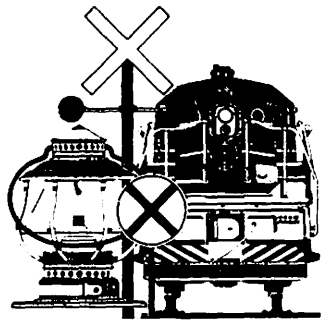
Danger Ahead

When the wheels are swiftly humming
As the cars swish through the night,
And silver ribbons of the rails
Lead on, with pathway bright,
Fair the signal lamps are glowing,
With their lovely green above
Protecting us throughout the night
Like God's eternal love.

What now looms on the horizon?
What now flashes into view?
It's a yellow approach signal
With its golden, shining hue.
Dare not miss its friendly warning,
To ignore it will bring death.
Close the throttle, open sander,
Let the brake valve vent its breath!

Just beyond the curve before us
There's a signal glaring red,
Should we near it without slowing
Passing by its message dread,
Moments then would seem like ages,
Fire would fly from driver wheels,
God alone could then protect us
In that awful crash of steels.

Stopping distance is provided
Between yellow and the red,
'Tis the margin that divides us,
Betwixt the living and the dead.
Just to miss one yellow signal,
Though by thousands they've been seen
May a lifetime's record shatter
When the signal wasn't *green.*



RAILROAD RETIREMENT INFORMATION

How to apply for retirement annuity

When the time comes for you to retire, you will want to start receiving your annuity from the U.S. Railroad Retirement Board as soon as possible. Delays can be avoided if you know what steps to take and what documents to bring when you apply for benefits.

(1) I'm just starting to think about my retirement plans. When should I first contact the Railroad Retirement Board?

It would be best to contact the nearest district office of the Railroad Retirement Board a few months before you intend to retire. That way, you can be sure that the records regarding your age are in order and that you meet the eligibility requirements for an annuity. A Board representative will be pleased to prepare an annuity estimate for you and your spouse, explain your benefit rights and responsibilities and answer any questions you may have.

If you are a long-service career railroad employee, you should also check with your local Railroad Retirement Board district office to see if it may be advantageous, for railroad retirement annuity purposes, to retire prior to June 1 of a given year, rather than in the summer or fall months of that year. Certain maximum provisions in the law limiting the amounts payable to employees and spouses can lessen or offset higher benefits that could otherwise be payable, depending on whether the employee's annuity beginning date is before or after June 1. Not all employees are affected by these provisions. The extent, if any, to which your benefits would be affected would depend on your individual service and earnings credits and other factors.

(2) How do I locate the nearest Board office?

To locate the nearest Board office, look in your telephone directory under "United States Government," or check with your employer, your local Post Office or the nearest Federal Information Center.

If a Board office is not located near your home, you should call the district office closest to you. You can then arrange to meet with a Board representative during one of that office's regularly scheduled itinerant trips.

(3) What documents will I be required to submit when I actually retire?

For an employee annuity, you will be required to submit proof of your age and, if you had active service in the Armed Forces, proof of your military service. If you are applying for a disability annuity, Board personnel will give you instructions for obtaining supporting medical evidence.

When your husband or wife applies for a spouse annuity, he or she will have to provide proofs of age and marriage.

(4) What are suitable proofs of age, marriage and military service?

The best proof of age is a certified copy of the civil, church or hospital record of your birth that was made at, or near, the time of your birth. If such proof is not available, you should present the oldest records that you can locate, such as census records, school records, insurance policies, military discharge papers, fraternal organization records, or any other similar types of documents. It is advisable to contact a Board office a year or two before you plan to retire if you do not have suitable proof of your age. Otherwise, you may miscalculate your eligibility date. This is also important for Medicare purposes.

The best proof of marriage is a certified copy of the public or church marriage record or the original marriage certificate.

Proof of military service may be the original or a copy of the certificate of your discharge or any official military record that shows the dates of your active service.

It is advisable to assemble these proofs in advance of your retirement, so that you will have them available when you apply for your annuity.

(5) Will I have to establish proof of my railroad service?

The Board has a record of your railroad service after 1936. If you had railroad service before 1937 and will have less than 30 years of service after 1936 at retirement, you should file a statement at a Board office to claim credit for your pre-1937 service, if you have not already done so. This statement should be filed at least a few months before you actually retire.

(6) What steps should I take when I'm ready to retire?

To receive retirement benefits you must leave your railroad job and, usually, any nonrailroad job you have. However, if you are self-employed in your own unincorporated business, you may not need to give up that work. Elected public officials in the U.S. are allowed to continue their public service.

If applying for an age annuity, you must relinquish your rights to return to railroad service and relinquish any other employment rights. If applying for a disability annuity, you must stop working for any railroad or nonrailroad employer, but you may retain your employment rights until age 65 or until a supplemental annuity or spouse annuity is payable.

You must also file a retirement application with the Board to receive benefits.

(7) When do I file my annuity application?

While you should consult with a Board office a few months in advance of your actual retirement for annuity planning purposes, employee retirement application forms are normally filed immediately after you stop working. If you file for your annuity before you actually leave your job, you will be required to file an additional statement later, verifying that you had stopped working and had relinquished your rights to return to your job.

(8) How soon after I apply will I begin receiving my annuity?

Payment at an estimated rate generally begins a few weeks after an application is filed. When final calculations are completed, generally within 60 to 90 days of filing, any additional amounts due are paid retroactively to the annuity beginning date.

For disability annuities, no payment is made until all medical evidence has been evaluated. This usually takes at least 90 days, since medical records have to be obtained from your doctor and hospital. The Board may also ask you to report for medical examinations. However, once disability has been established, benefit payments are made retroactively.

See America in style

Below is a fashion and travel guide produced by the International Ladies' Garment Workers union. For copies of the 4x9 inch booklet, write Consumer Service Division, Dept. TG3, International Ladies' Garment Workers Union, 275 Seventh Ave., New York, NY 10001.

"What So Proudly We Hail"

Amazing America offers the traveller an almost unbelievable variety of things to do and see, places to visit, different life-styles to explore.

There's something for everyone: vast prairies, soaring cities, quiet villages; mighty oceans, and lofty mountains; calm lakes and turbulent rivers; golf courses, tennis courts, ski slopes; art galleries, concert halls, theatres; shady woods and sunny beaches; luxury resorts and camp sites. Natural wonder or man-made marvel, America has it all!

And America also has the clothes to go travelling in — wonderfully-versatile clothes, designed and made in America by skilled Americans. You'll recognize them by the International Ladies' Garment Workers' label sewn into a seam. Styled with American tastes and habits in mind, they are clothes to make the going great!

And this handy booklet of useful travel tips and fashion know-how which has been prepared for you by the I.L.G.W.U. will help make the going even greater!

Plan for Pleasure with a Worry-Free Wardrobe

American fashions have a genius for carefree travelling. They're wash-and-drip-dryable, crease-resistant (for packability), easy and comfortable to wear — combining practicality with style and luxury.

Go elegant in a dress of the new washable velvet. Be comfortable in a washable wool, or chic in a coat or suit of ultrasuede — a fabric that has the look and feel of real leather but can go right into the washer. Check the care instructions sewn into each garment to make sure you're getting a true easy-care fashion when you buy.

Polyester knits can take hours in plane, train, bus or car and stay fresh and unwrinkled. Permanent-press pleated skirts wash without losing their pleats. Teamed with blouses of nylon or polyester or with crisp cotton wash-and-wear shirts, they add spice to a travel wardrobe.

Also pack some washable prints. Accidents *do* happen, especially when you travel with children, and colorful, gay prints effectively disguise minor mishaps; rinse out easily.

When you travel with clothes like these, you'll have more time for fun. Insist on the I.L.G.W.U. label when you buy women's and children's apparel, to identify the great American clothes that keep the going — and the looking great.

N? E? W? S?

Where you go and what you plan on doing will affect the kind of clothes you take. Every region of this vast country of ours has something special to offer the traveller — historical landmarks, natural beauty spots, man-made wonders. You can learn more about them from Chambers of Commerce, the U.S. Travel Bureau in Washington, D.C.; State and City Publicity and Information Agencies; oil company tourist services, automobile clubs and travel agencies; travel sections of newspapers and books in your local library.

Take a Tip . . . Try a Mini-Trip

It is not always necessary to go long distances to "see America". Any number of interesting sites and scenes can be discovered within a radius of 50-200 miles of your own doorstep. So, if lack of time, or budget problems make a long trip impractical, a mini-tour of a few days' duration might be the answer.

You may even discover that you prefer taking several short trips to one long one. Mini-tours provide welcome "breaks" in the year-long routine. They also can provide variety. You can take a skiing trip in winter; visit a farm or a State Park in summer; go sightseeing in a big city, or attend a special seasonal festival. Just remember that for each mini-tour there could be different clothing needs — and make your plans accordingly.

A Matter of Basics

Regardless of where you go or what you do, your travel wardrobe should fall into certain basic categories. These include appropriate clothing for morning, afternoon and evening activities and such other basic items as underwear, outerwear (sweater, jacket, etc.), rainwear and footwear (sturdy, not brand new, walking shoes; plus dress shoes and any other special footwear needed for particular sports).

Basic "Save-the-Day Contingency Kit"

Your choice of clothing has been based on information you've acquired about where you're going — but even the "best laid plans" can be undone by the unexpected. (Suddenly, it's hotter or colder or rainier than usual.) To keep such emergencies from ruining your trip, take along:

- Hooded nylon windbreaker that packs flat
- Thin nylon or polyethylene raincoat, large enough to go over a jacket or coat
- Folding umbrella
- Rubber thong sandals (they can double as slippers)
- Wool shawl or stole (black or white, that "goes with everything")
- Flashlight (power sometimes does fail)

Now You See It . . . !

Lingerie — bras and girdles, panties and petticoats, nightgowns and negligees — is an integral part of a travel wardrobe. But how much is enough when you're on a trip? In this age of fast-drying, no-iron fabrics, 3 sets of bras and panties, a couple of girdles, a conventional slip and half-slip, gown and robe will probably suffice. But there is a new trend in lingerie that has exciting implications for the traveller — underwear has now become outerwear! With amazing ingenuity American manufacturers of intimate apparel are now designing lingerie and foundations with dual personalities.

This new lingerie which has "gone public", is intended to be worn not just in the bedroom or underneath something else, but right out in the open! It's as suitable for the beach as for the boudoir.

There are real advantages for the traveller when one garment expands to two or three. Consider, for instance, the one-piece foundation that has turned into a sleek one-piece swim suit with built-in body control where it's needed most — or the gaily-patterned little bras and panties that double as bikinis.

Peasant-top shortie nightgowns and poncho-style pajama tops become beach cover-ups. The old-fashioned, bodice-type petticoat with its traditional eyelet shoulder straps can be worn as a sundress, and elegant printed pajamas with strapless tops and softly-draped pants go to evening parties.

And today, nightgowns can rightfully be called night **dresses**, and worn as such for after-dark activities. Styled like conventional cocktail and dinner dresses, they are made of the same kinds of fabrics: filmy chiffons, glossy satins, brushed nylon, clinging tricot in border prints, Scotch plaids, Roman stripes and leopard spots.

Double-duty lingerie is indeed a boon to the traveller — making a travel wardrobe go twice as far.

Weather Wise

Weather conditions vary from region to region, and even within the same area can change from day to day. A light coat with a warmer zip-out lining, is one way to meet differences in temperature. Or consider a rain/shine coat — designed with true American ingenuity to do double duty. Available in a variety of fashionable fabrics, these coats not only are water-repellent for protection against rain, but so handsomely styled that they can be worn with even the dressiest outfits.

A sweater is a versatile adjunct to any travel wardrobe. Many areas of the United States are quite cool at night and in the early morning. Air conditioning is also a factor. Pull-overs double as blouses and a bulky cardigan can substitute for a jacket — although a jacket or blazer is also a handy travel item.

A jacket in a solid color, will go with innumerable outfits, and in certain fabrics (velvet, for one) can be dressy enough for after-dark wear. Sweaters and unlined, double-knit jackets in acrylic, nylon or polyester wash easily; need no blocking.

Social Graces

And just to be prepared for any unexpected social event that calls for a dressier look, include a dinner or cocktail dress — perhaps one of those cleverly-designed evening separates, long or short, that can go from a private house party to the most magnificent restaurant or night spot.

The versatility of American fashions and their easy-care properties makes it possible for you to "travel light" and still be suitably, attractively and comfortably dressed at all times and for all occasions and activities. When you insist on the I.L.G.W.U. label in the clothes you buy, you know you are getting the benefits of true American design, creativity and skilled workmanship, and the importance of American jobs.

Getting there in style

On a plane (as well as on a train) a well-cut double knit pantsuit with a separate blouse is always a good bet. The jacket can stay on or come off, depending on the cabin temperature. If you don't like yourself in pants, substitute a flared or pleated skirt which won't ride **up** when you sit **down.** Another good choice is a simply styled jersey dress in lightweight wool, nylon or triacetate — with perhaps a sweater to throw over your shoulders.

On a train trip that includes one or more nights, pack separately your night things and toiletries, a change of underclothes, and perhaps a fresh blouse. Or put these items right on top when you pack your suitcase, to avoid a lot of repacking.

For bus travellers informality is the key. Pantsuits, slacks or skirts with a blouse and/or sweater, are the preferred apparel. Many long distance buses travel all through the night, but you can arrange to stop over and pick up another bus the following day. If you decide to do this, pack as you would for a night on a train.

When going by car, many whole families opt for travelling in shorts or slacks and pull-overs. If a coat is worn, make it a short one — especially if you are the driver. Car travel makes it possible to take more luggage, but be selective. Overloading the car increases gas consumption. To insure against inconvenient and potentially costly breakdowns on the road, have your car completely serviced **before** leaving. A well-tuned-up car will give you better gas mileage — as will maintaining a steady 55 mph speed! Remember to take your driver's license, car registration, auto insurance card, and keep an extra set of car keys handy where you can get at them.

The Best-made Plans

Whether you're going away for 4 days or 4 weeks, good planning **before** you set off can save you money (and worry). For example, you should . . .

Provide yourself with good travel guides and read up about the areas you'll visit. Such knowledge can lead you to shopping bargains and to regional events and sightseeing that can cost little or nothing.

Consider off-season trips, when prices are usually lower and popular areas are less crowded.

Take advantage of special travel discounts that might be available to members of certain organizations.

Keep luggage to a minimum, save time and inconvenience.

Look into charter trips, family rates and other special reduced-fare plans offered by airlines, railroads and buses.

Study road maps and plan routes in advance to avoid too many toll roads and prevent your getting lost — which adds extra miles, uses up gas.

Check out places to stay overnight. Guest houses and tourist homes are cheaper than hotels and motels. Staying a short distance out of town also can save you money.

Buy large, economy-sizes of lotions, creams, patent medicines and the like; then repackage them in smaller containers for the trip.

Make use of a travel agency or tourist bureau. There is no charge for their services and they can often suggest valuable time-and-money-saving arrangements.

Prepare a pack 'n' go checklist to avoid having to re-buy necessities inadvertently left at home.

Rest Assured!

Wherever and however you go, your trip will be a happier experience if you have made hotel and transportation reservations in advance. Otherwise you risk disappointment in getting the tickets and the kind of accommodations you want, at the time when you want them.

You can handle such reservations yourself, or you can have a travel agent take care of it for you (there's no charge). If you elect to do it yourself, airlines, bus lines and

train systems all have passenger and travel services you can contact. The American Automobile Club has a hotel reservation service for members.

Even if you are travelling by car, it is desirable to make advance reservations at highly-popular tourist areas. (They are a "must" in National Parks; even for campsites.) If you prefer to leave your plans flexible and just take your chances, plan to stop early — say by 4:00 P.M. — or you may meet only "no vacancy" signs. As an alternative, listings are available of hotels, motels and motor inns all over the United States which you can use to plan "on the go" — telephoning at least a day ahead for reservations. Some motel and hotel chains even have toll-free "call ahead" service. There are also directories of toll-free numbers you can call for information and reservations anywhere in the country. Ask about them at your local library.

A Look at Luggage

With a well-coordinated wardrobe, careful packing and a wise choice of pieces, you'll never have to be a slave to tons of baggage.

A basic rule of thumb is to allow one regulation suitcase per adult and pack separately for the kids. Then add one or more special pieces — tote, duffle, hat box, hang-up bag — for general use. If you are planning on going to just one place, you can send an extra bag or small trunk ahead. A hanging bag is wonderful for pantsuits and dresses. It's easy to pack and easy to hang — enroute and when you arrive. Many have zippered compartments for shoes, underwear — and those purchases you make.

For quick identification at airports and in hotel lobbies, tie a distinguishing bit of ribbon to the handle of each piece. Also paste labels with name and home address on the *inside* of each piece just in case the bag's outside tag gets lost.

Always lock luggage enroute. Not only as a safeguard against theft, but to keep bag from opening accidentally. And since luggage occasionally **does** get lost or damaged, play safe and take out baggage insurance. Also plan to keep an extra set of keys handy where you can get at them.

Pack 'n' Go Checklist

(check each item)

FOR THE KIDS		FOR ALL THE FAMILY	
Dresses		Soap/Deodorant Toothpaste Toothbrushes Tissues/Talcum Powder Hair/Grooming Aids	
Suits			
Slacks			
Jeans		First Aid Kit	
Shorts		Alarm Clock	
Skirts		Flashlight	
Shirts		Extra Hangers Plastic Clothespins	
Blouses		Sewing Kit	
Jackets/Sweaters		Medicines	
Socks		Credit Cards Traveler's Checks	
Panties/Undershirts Slips Underwear		Drivers' Licenses Car Registration Auto Insurance Card	
Shoes Slippers			
Other (fill in)		Travel Iron Portable Hair Dryer	
		Camera/Film	
		Sportsgear	
		Rainwear	
		Toys & Games	
		Snacks	

FOR WOMEN		FOR MEN	
Casual Dresses Dressier Dresses		Leisure Suits Dress Suits	
Suits (Pant and/or Skirt)		Slacks	
Slacks		Jeans	
Skirts		Sport Jackets	
Shorts		Shorts	
Blouses Shirts/Sweaters		Dress Shirts Sport Shirts	
Specialized Sportswear (Tennis, Golf, Skiing, etc.)		Specialized Sportswear (Tennis, Golf, Skiing, etc.)	
Coats Jackets Stoles		Coats Cardigans Sweaters	
Robes Nightgowns Pajamas		Robe Pajamas	
Bras/Panties Girdles/Slips		Underclothes	
Hosiery		Hose	
Dress Shoes Casual Shoes Slippers		Dress Shoes Casual Shoes Slippers	
Jewelry Belts Scarves		Jewelry Belts Ties	
Cosmetics		Shaving Kit	
Other (fill-in)		Other (fill-in)	

It's Easy to Pack When You Have the Knack

Acquire the layer system of packing. At the bottom, place heavy and bulky items; position the heavy stuff along the side opposite handle, so it won't shift when case is carried. Separate the layers with a piece of lightweight cardboad cut to the size of case. This can be lifted out, intact, when you want to reach something underneath. It also provides a firm surface for packing pants, dresses and blouses. Nightwear, toiletries and a change of underwear go on top — or in a small separate bag — handy for overnight and refresher stops. Lingerie and accessories can be packed in plastic bags.

Practice makes perfect. Pack **dresses** lengthwise in case. Fold at waist and fold wide skirts (and sleeves) inward. Handle **skirts** as you do dresses, packing them lengthwise and folding sides inward if necessary. Long skirts will have to be folded again across the middle. Fit in short ones by folding them just below the waistband. **Pants** should be packed lengthwise, too, and folded over to fit. Put tissue paper between all folds to foil wrinkles. Try to pack **jackets** crosswise. If jacket is a long one, fold it once, at waistline. Draw tissue paper through the sleeves as well as using it in the folds. As an alternative to tissue, you can use drycleaners' plastic bags. Dresses, blouses, skirts and pants can be encased in these bags, and they can even be packed right on the wire hangers. In this way they'll be ready to go straight into the closet when you unpack.

More Pointers for Packers

- Put shoes in special knitted "shoe mitts" (or use a man's old socks).
- Remove detachable belts and pins from dresses; empty pants' and jacket pockets.
- Fit leather belts around sides of suitcases; fabric ones can be rolled and tucked inside shoes or in odd corners.
- Stockings, socks, hankies, gloves can be stuffed into shoes or handbags.
- Jewelry travels well in a soft case which can be rolled up; or individual pieces can be wrapped in tissue and put into a plastic bag.
- Carry spillables in plastic bottles and secure caps with cellophane tape.
- Keep vitally-necessary medicines with you; not in luggage, which might be unavailable.
- If you wear glasses, pack an extra pair in case of breakage.
- Carry along extra prescriptions for medicines and glasses.
- If you are travelling by air, do not put rolls of film in baggage. The electronic eye with which all luggage is now examined might ruin it.
- Include plastic clothespins — the type with a hook for hanging. They're great for drying laundry; hanging up skirts and pants.
- Keep similar things together. Have one special bag for all sewing materials; others for medicines, jewelry, toilet articles, etc.

Finishing Touches Just Before Leaving

Travellers' checks, which are insured against loss or theft, are the surest and safest way of carrying travel funds. You can get them at any bank, in denominations from $10. to $100. They can be cashed anywhere. Most national *credit cards* will also be accepted by hotels, airlines, buses, trains, restaurants and many stores.

House Check. Avoid pre-trip publicity as much as possible. The fewer people who know that there is no one home, the safer things will be. Also eliminate any indication that the house is unoccupied:

- Stop delivery of mail, milk and papers, or have a friend take them in for you.
- Arrange for watering and cutting lawn in warm weather, and for snow removal in winter.
- Have a neighbor put some of his trash in your cans on garbage pick-up days.
- Ask a neighbor to remove circulars left in mailbox or in front of the house.
- Don't leave the garage door unlocked.
- Set automatic controls to turn lights (and radio) on and off each day at different times in different rooms.

Other pre-departure safety measures:

- Notify police the house will be empty.
- Tell your neighbors you'll be away.
- Lock all windows and doors.
- Leave keys and address or itinerary with a friend or relative.
- Arrange for care of plants and pets.
- Attend to gas, water, boiler, etc.
- Follow manufacturer's instructions regarding the refrigerator.
- Pay all current bills to avoid dunning calls or visits.
- Put all valuables, bank books and irreplacable papers in safekeeping — the best place a bank safe deposit box.

Personal Check. Have a dental and medical check-up before starting out, especially if you are doing the driving (Your car is checked out, so why not you). If you are taking special medication, get prescriptions refilled so you won't run short.

Enroute, Accentuate the Positive

Happy travelling. Keep the kids amused with toys (both old and new), puzzles, coloring books. Play games; tell stories. If you're driving, stop at intervals and let children run about. Carry a clean-up kit with a moist washcloth and soap, wash and dry pads, paper napkins, comb and brush, toilet water. Pack a snack to save money, avoid unnecessary stops and frayed tempers. Include fruit, cookies, nuts, cheese, a thermos of something drinkable.

When you arrive at a new place, check the local paper for events of interest. Ask hotel personnel and motel owners about local sights worth seeing, side trips and guided tours, special regional festivals or celebrations.

Collect memories. Mementos make a trip more meaningful. Shop for things that are typical of that section of the country, such as handcrafts and articles of local manufacture made from a natural product found in the region. Pick up postcards and illustrated brochures and books. When you dine out, sample local specialties. Take plenty of pictures and label them. It's a fun thing to do and a wonderful way to relive your travels. Keep a trip diary, too. It also can rekindle adventures.

HOW to BUY

By Esther Margolius

Released by
Press Associates, Inc.

Save money shopping

With the opening of school and preparing for fall and winter, living within your income with inflated dollars is very difficult. Here are ten tested techniques for buying that will save you money:

Shopping Principle No. 1: **Compare values.** Don't be a one-store shopper. Today the same vacuum cleaner, tire, or shirt is packaged under different names and sold by different stores at various prices. Be sure when you are buying a large item to shop at least three stores.

Shopping Principle No. 2: **Select basic quality and styles.** The simpler the styling or design of an item, the larger the proportion of its cost goes into the actual materials or construction. Clothes and furniture with clean lines and simple detail, and unadorned appliances and cars, are less costly to buy and maintain.

Shopping Principle No. 3: **Buy according to intended use.** In food, buy the more carefully-selected Grade A products when appearance is important but the lower-cost B and C grades for cooked dishes. For example, buy grade A eggs for boiling or frying but grade B for omelets and cooked dishes.

Shopping Principle No. 4: **Buy on the basis of nutritive value and ingredients,** which these days especially means reading the list of ingredients shown on the labels, and buying basic foods rather than processed versions. Each additional step in processing increases the cost, often disproportionately. If you read the ingredients you will notice that some cheese sold in jars, such as smoky cheese and cheese and bacon for example, contain 46 to 60 percent "moisture." "Moisture" is water. Why not buy the regular cheese, and cut or grate it with your own bacon and save?

Food labels must list the ingredients in order of relative amount. The first on the list is the largest single ingredient, the second is the next largest, and so on. If you see a frozen dinner package that says "Gravy with Beef" this means there is more gravy than meat. And remember if the first ingredient states "Water," that is the largest ingredient.

Shopping Principle No. 5: **Stick to the middle-price lines.** Merchandise generally falls into three price classes: low, moderate and high. Sales people are instructed to "sell you up" to a higher price. The fact is, it is on deluxe merchandise that makers get their tallest profit. In the art of buying, it is better to stick to the medium-price lines. Look for basic quality rather than deluxe features.

Shopping Principle No. 6: **Shop the private brands.** Stores' "own" brands often give you more for your money than the nationally advertised brands. Many products sold under private or "own" brands are made by brand-name manufacturers, often to the same specifications except for some surface differences, and cost less.

Shopping Principle No. 7: **Buy bulk quantities, larger size.** Buy in bulk quantities — depending on your family's needs — especially foods, some meat products, and cleaning supplies. Consumer cooperatives and other markets offer special prices on case lots. But be sure you do your arithmetic and check the unit price of the item. How much does the large size cost per ounce compared to the smaller size?

Shopping Principle No. 8: **Pool your buying with others,** which can reduce cost by enabling bulk prices and lower selling costs. This technique can be as informal as several families sharing a large purchase of garden supplies or cases of canned goods, or joining a consumer cooperative which operate their own supermarkets, pharmacies and even optical services.

Shopping Principle No. 9: **Buy according to grade and specifications rather than** on the basis of the best-known brand name or the assumption that a higher price necessarily means significantly higher quality. For example, if a number of brands of frozen juice concentrate are all labeled "U.S. Grade A," or if all aspirin tablets are labeled "U.S.P." (meaning, they meet the standards of the U.S. Pharmacopeia), a consumer can buy the lowest-prices with the assurance of getting the same basic quality.

Shopping Principle No. 10: **Grasp the buying opportunity.** Time your buying to take advantage of annual sales. Know your needs in advance and watch for buying opportunities, such as special, annual or clearance sales, rather than merely waiting until the need arrives and you must pay the full in-season price.

Wells on Health

By Marion Wells
Research Director,
American Physical Fitness
Research Institute

Tranquilizers & Alternates

The frequency with which people are turning to tranquilizers to calm down has a number of health professionals rather uptight.

An estimated five billion tranquilizer pills are prescribed in the U.S. each year. Top FDA officials, among others, are worried that too many Americans are turning too quickly to chemicals for comfort.

Such drugs have their uses in helping people through a crisis or mental or emotional illness, they note. But reaching for them routinely to deal with the stresses of daily living is another matter. People who become too reliant on chemicals to cope could wind up having worse problems coping with the chemicals, experts say. Among the risks they may face — physical or psychological dependency, or both, a serious withdrawal syndrome, and the dangers of drug interactions.

Concern centers on the so-called "minor tranquilizers," also called anxiolytics for their use in treating "anxiety." Numbered among them is "the most frequently prescribed drug in the United States," diazepam (brand name Valium), one of the benzodiazepines. Such drugs are

different from the "major tranquilizers," a whole separate class of medications used to treat psychotic disorders such as schizophrenia.

Effectiveness of the minor tranquilizers over the long term (more than four months) "has not been assessed by systematic clinical studies," says the FDA. They also say that people who use the drugs in high doses for long periods run the highest risk of getting hooked on the chemicals.

Physical dependence, authorities say, may result in withdrawal symptoms, some of which may include ". . . agitation, insomnia, sweating, tremors, abdominal and muscle cramps, vomiting . . ." An insidious aspect is that such symptoms may be similar to those that triggered the use of tranquilizers in the first place, making people think they still need the drugs. And experts caution that people should get their physician's help in getting off tranquilizers, so they can be medically monitored to minimize any hazards.

Another concern experts have is psychological dependence. Turning on to tranquilizers to tone down stress may turn off the search for other ways of coping, they fear. They point out that pills don't solve problems, they just temporarily ease symptoms.

Minor tranquilizers act as central nervous system depressants. They can interact with a variety of other drugs, including the nation's number one nonprescription drug, alcohol. A recent FDA Drug Bulletin noted findings from the Drug Abuse Warning Network (DAWN) for 1978. The country's most popular prescription tranquilizer, Valium, came chasing along ". . . ranked second only to alcohol in combination with other drugs in abuse episodes treated in emergency rooms." A phone check revealed similar findings for 1979.

Drug interactions involving the minor tranquilizers can be dangerous or even deadly. When you're taking tranquilizers it's best to avoid alcohol and get your physician's and pharmacist's guidance as to whether any other prescription or nonprescription medication you might need is safe to take at the same time.

You should also be aware that tranquilizers may lessen your alertness, which could make a crucial safety difference if you need to drive or operate machinery. Check with your physician and pharmacist about this too.

Are there better longterm alternatives to anxiety? We invite you to see for yourself.

Below we'll talk about some tension-reducers for which you need no prescription. They cost nothing, have pleasant side effects, may actually make you more mentally alert, and you can enjoy their stress-releasing benefits for a lifetime.

Tranquilizers aren't the only alternative to anxiety!

If overuse of tranquilizers is giving health experts the jitters, here's some news to calm their nerves and ours. Relief from tension doesn't come by prescription only. The "three R's of relaxation" can help us cope for a lifetime, may be cost-free and can have some rather pleasant side effects.

Learn to recognize the warning signs of spiraling stress. How upset do you get when you lose your last dime in the phone booth, or the car behind you honks at you in traffic, or the waiter burns your toast? A pattern of big upsets over little things may mean you're living close to your boiling point.

Your body is also a revealing stress barometer. Mental tension is often reflected in muscle tension. One example is your jaw, says Jane Madders, MCSP, author of *Stress and Relaxation* (Arco Publishing Company). Do you unconsciously tense your jaw and clench your teeth tightly together? A continual habit of this can contribute to dental disorders and tension headaches, it's noted.

In general, experts say we should learn to listen to our bodies. They have characteristic ways of telling each of us when stress is reaching overload proportions: headaches, backaches, stomach problems, eating too much or too little, smoking or drinking more than usual, others. Everyone's different. Learn the tension tip-offs that apply to you.

Something else you can do is reduce stress.

Major changes in our life-style can be stressful, even when they're pleasant. Researchers Holmes and Rahe compiled a list of significant life changes which were assigned different point values. A high over-all score correlated with a higher chance of having a major illness within two years. So it might be wise to limit life-style changes. If you've gone through a divorce or death of a spouse, for example, you might want to wait awhile before you move your home or change your job.

Let go with laughter. Entertainer Bob Hope has called laughter an "instant vacation." Look for something humorous in a tense situation. Share a joke with others. Recall a funny episode from a similar incident.

A psychologist has said we can often bear stress better if at least one other person knows what we're going through. But if we come home at night "uptight" and "dump" on loved ones, the resulting row may add to stress. If this is your plight, it might help to set aside a brief "quiet time" when you first walk in the door, so you can unwind alone in a way you find relaxing.

Finally, learn to release tension on a daily basis. Mental and muscle tension are interconnected. Relaxing either your muscles or mind can help the other unwind.

Put yourself in a position to relax. Any pose held long enough can tense your muscles, it's said. Muscles tighten, circulation lessens and you start feeling uncomfortable and achy. Movement contributes to relaxation, and can also boost mental alertness. A UCLA fitness expert found that of his students taking doctoral exams for four hours at a time, those who fidgeted kept up their performance better than those who sat still. He suggests it was due to a better blood supply to the brain.

If you sit quite a bit at work your chair may be very important. Make sure your chair is right for you, Madders advises. "It should give good but not exaggerated support for the lower curve of your back, your feet should easily reach the floor, the seat edge should not press on the soft structures at the back of your knee and the height should be such that you do not have to stoop or hunch your shoulders as you work." Another authority adds that ideally the chair should be comfortable in more than one position, to encourage movement.

Some form of regular, habitual physical activity suited to your health and conditioning level, interests and life-style can also contribute to relaxation. A simple one is walking more.

And how about taking a quick mental vacation for a few minutes a day? Find a spot where you won't be disturbed. Sit or lie down comfortably. Imagine yourself in a favorite place . . . such as lying on the beach. You can then focus on each area of the body in turn (left and right feet, calves, thighs, stomach, back, arms, neck, face) and feel yourself let go and relax each set of muscles in turn. End by lying quietly for a couple of minutes, count slowly backward, wriggle arms and legs a little and come back to the present.

You may be surprised what a big difference a little relaxation can make!

How to write to your Congressman

By Representative Paul Simon
24th District Illinois

Surprisingly few people ever write their Congressmen — more than did 10 years ago. Perhaps 90% of our citizens live and die without ever taking pen in hand and expressing a single opinion to the person who represents them in Congress — a person whose vote may decide what price they will pay for the acts of government, either in dollars or in human lives.

This reluctance results from the feeling that Congressmen have no inclination to read their mail, that a letter probably won't be answered or answered satisfactorily, that one letter won't make any difference anyway. Based on my years of experience, I can state flatly that most of these notions are wrong:

I read almost all the letters written to me by constituents on legislative matters; a staff member may process them initially, but they will be answered and I insist on reading them and personally signing the reply.

On many occasions a single, thoughtful letter did change my mind or cause me to review my opinion. Nearly every day my faith is renewed by one or more informative and helpful letters giving me a better understanding of the thinking of my constituents, and a better insight into problems.

Mail to a Congressman is more important than ever. In the days of Clay, Calhoun, Webster and Lincoln, Congressmen lived among their people for perhaps nine months of the year. Through daily contacts with a district of less than 50,000 people (I represent more than 10 times that many) they could feel rather completely informed on their constituents' beliefs and feelings.

Today, with the staggering problems of government and increasingly long sessions, I must not only vote on many more issues than early-day Congressmen but I get to spend only slightly more than 60 days a year in Illinois. My mailbag becomes an important "hot line" to the people back home.

Some fundamentals

Here are some suggestions that apply to all congressional mail:

Address it properly:

"Hon. _____
House Office Building
Washington, DC 20515"

or

"Senator _____
Senate Office Building
Washington, DC 20510."

Identify the bill or issue. About 20,000 bills are introduced in each Congress; it's important to be specific. If you write about a bill, try to give the bill number or describe it by popular title ("truth in lending," "minimum wages," etc.)

The letter should be timely. Sometimes a bill is out of committee, or has passed the House, before a helpful letter arrives. Inform your Congressman while there is still time to take effective action.

Concentrate on your own delegation. The Representative of your district and the Senators of your state cast your votes in the Congress and want to know your views. However, some writers will undertake to contact all 435 Members of the House and 100 Senators, who cast votes for other districts and other states. Generally, that's a waste.

Be reasonably brief. Every working day the mailman leaves at least 150 pieces of mail at my office. Tomorrow brings another batch. All of this mail must be answered while I am studying legislation, attending committee meetings and participating in debate on the House floor. While most issues are complex, your opinions and arguments stand a better chance of being read if they are stated briefly. It is not necessary that letters be typed — only that I can read them.

Student letters are welcome. Some of the most interesting letters come from grade school, high school and college students. Some of the best letters I've received recently came from 4th graders in Aviston, IL — and I've read every one of them.

In the course of my years in Congress I have received every kind of mail imaginable — the tragic, the touching, the rude, the crank, insulting, persuasive, entertaining, and all the rest. I enjoy receiving mail, and I look forward to it every morning; in fact my staff sometimes call me a "mail grabber" because I interfere with the orderly mail opening procedures they have established. Whatever form your letter takes, I welcome it. But to make it most helpful I suggest these "do's and don't."

What To Do

Write your own views — not someone else's. A personal letter is far better than a form letter or signature on a petition. Many people will sign a petition without reading it just to avoid offending the circulator; form letters are

readily recognizable — they usually arrive in batches — and usually tell the sentiments of the person or lobbying group preparing the form. Form letters often receive form replies. I usually know what the major lobbying groups are saying, but I don't often know of your experiences and observations, or what the proposed bill will do to and for you. A sincere, well-thought out letter is always helpful.

Give your reasons for taking a stand. Statements like "Vote against H.R. 100; I'm bitterly opposed" don't help much. But a letter which says "I'm a small hardware dealer and H.R 100 will put me out of business for the following reasons . . . " tells me a lot more. Maybe I didn't know all the effects of the bill, and your letter will help me understand what it means to the people in my district.

Be constructive. If a bill deals with a problem you admit exists, but you believe the bill is the wrong approach, tell me what the right approach is.

If you have expert knowledge, share it with your Congressman. Of all the letters pouring into a Congressman's office every morning, perhaps one in a hundred comes from a constituent who is a real expert in that subject. The opinions expressed in the others are important, but this one is a real gold mine for the conscientious Member. After all, in the next nine or ten months I will have to vote on farm bills, defense bills, transportation bills, space, health, education, housing and veterans' bills, and a host of others. I can't possibly be an expert in all these fields; many of my constituents are experts in some of them. I welcome their advice and counsel.

Give us your name and address. That means I can answer, and also know it comes from a real person, not a forgery by some high-powered lobbyist.

Say "well done" when it's deserved. Congressmen are human, too, and they appreciate an occasional "well done" from people who believe they have done the right thing. I know I do. But even if you think I went wrong on an issue, I would welcome a letter telling me you disagreed; it may help me on another issue later.

What Not To Do

My list of "don'ts" would include these:

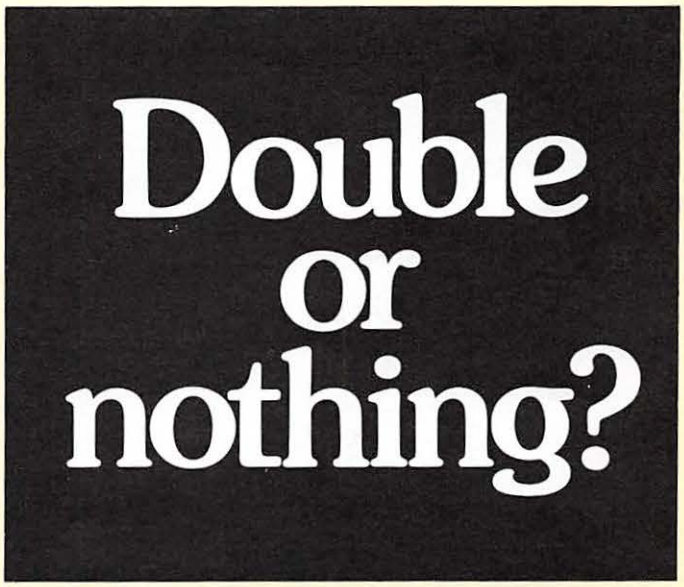
Don't make threats or promises. Congressmen usually want to do the popular thing, but this is not their only motivation; nearly all the Members I know want, most of all, to do what is best for the country. Occasionally a letter will conclude by saying, "If you vote for this monstrous bill, I'll do everything in my power to defeat you in the next election." A writer has the privilege of saying that, of course, but that rarely frightens a conscientious Member; it may cause the opposite action. I want to know why you feel strongly. Your reasons may change my mind; your threat won't.

Don't berate your Congressman. You can't hope to persuade him of your position by calling him names. If you disagree with him, give reasons for your disagreement.

Don't pretend to wield vast political influence. Write your Congressman as an individual — not as a self-appointed spokesman for your neighborhood, community or industry. Unsupported claims to political influence only cast doubt upon the views you express.

Don't become a constant "pen pal." I don't want to discourage letters, but quality, rather than quantity, is what counts. Write again and again if you feel like it, but don't try to instruct your Congressman on every issue that comes up. And don't nag at him if his votes do not match your precise thinking every time. Remember, he has to consider all his constituents and all points of view. One of the pet peeves on Capitol Hill is the "pen pal" who weighs the mail down every few days with long letters.

Don't demand a commitment before the facts are in. If you have written a personal letter and stated your reasons for a particular stand, you have a right to know my present thinking on the question. But writers who "demand to know how you will vote on H.R. 100" should bear certain legislative realities in mind: On major bills there usually are two sides to be considered, and you may have heard only one; the bill may be 100 pages long with 20 provisions in addition to the one you wrote about, and I may be forced to vote on the bill as a whole, weighing the good with the bad; it makes little sense to adopt a firm and unyielding position before a single witness has been heard or study made of the bill in question; a bill rarely becomes law in the same form as introduced. It is possible that the bill you write me about you would oppose when it reached the floor.



Saving money these days is difficult for most everyone. But there is a plan guaranteed to build your savings. Even for those who can't seem to ever save a cent. Buying U.S. Savings Bonds through the Payroll Savings Plan.

The amount you'd like to save is taken out automatically. When you accumulate the purchase price, you get a Bond. A $50 Bond costs only $25. Or a $100 Bond costs only $50. Whatever the amount, you'll double your money if you hold the Bond to maturity.

Remember, you can double your money for sure or put off saving and do nothing. Double or nothing.

Take stock in America.

UNITED STATES SAVINGS BONDS

News About Members

BALTIMORE & OHIO: **J. J. Robinson,** a member of Winton Lodge 94 retired May 29, 1981.

BOSTON & MAINE: **Carl J. Marcy,** a member of Bay State Lodge 120, retired May 28, 1981. Brother Marcy had served several years as general chairman and had been very active in Local 120.

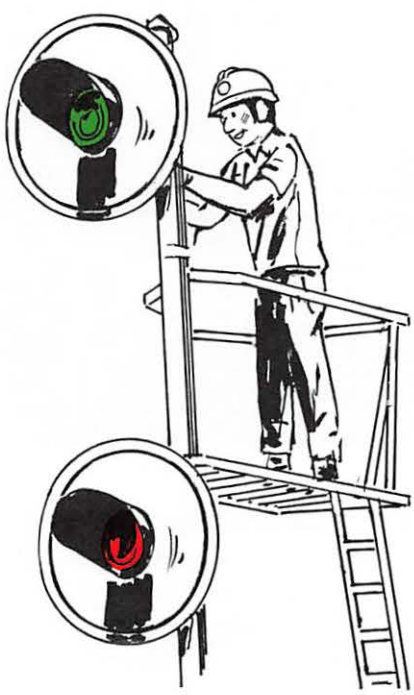
BURLINGTON NORTHERN: **Teresa Campbell,** daughter of **Jack M. Campbell,** signal maintainer, Harve, MT, has been awarded a college scholarship by the railroad. She will receive $1,500 per year to be renewed annually for four years. Brother Campbell is a member of St. Paul Lodge 87.

CHESAPEAKE & OHIO: **Glenn E. Flannery,** and **George L. Howell** retired May 31, 1981. Brothers Flannery and Howell are members of Gateway Lodge 135.

CHICAGO & NORTH WESTERN: **Eugene P. Due,** signal maintainer at Green Bay, WI, has retired after 42 years service with the railway. Brother Due is a member of J. C. Gerke Lodge 9.

CHICAGO & WESTERN INDIANA: **John F. Schuh,** signalman and a member of Noble Lodge 3, retired June 6, 1981.

CONRAIL: **James M. Myers** a member of Mountain City Lodge 1, retired May 31, 1981. **Carl P. Kolner,** a member of Mahoning Lodge 117, retired February 6, 1981. Two members of Victory Lodge 73 have retired. They are **R. M. Dinius,** and



SPL goal: $1 per month per signalman

Signalman Sam says that now is the time to donate to the **Signalmen's Political League.** Why? Signalmen need friends in Congress. To elect these friends takes money in the form of campaign contributions. Last election, 1980, Republicans raised over $100 million for Congressional candidates. The Democrats were able to raise only $19 million.

Over the past several years, Democratic Congressmen have demonstrated that they are labor's friends. The 1982 election is only 1 year away. Already Republicans are collecting money and campaigning to take control of the House of Representatives. For labor and Democrats, next year could be disaster if Republicans gain control of the House and retain control of the Senate.

SPL gives its funds to those deserving Congressmen who support our members' aims. SPL will be watching to see who votes to save the railroads, providing funds for Amtrak, ConRail and the Railroad Retirement System. Obviously, those Congressmen supporting the railroads with their votes will be likely ones to receive financial support from SPL.

Signalman Sam says a goal for signalmen is $1 per man per month contribution to the **Signalmen's Political League.** Ask your general chairman to put you on dues deduction for $1 per month. That is about 3¢ per day and only $12 per year.

Safety Glasses Protect Eyes

Savings Bonds Protect Futures

Hard Hats Protect Heads

Savings Bonds Protect Futures

Donald G. Shilling.

GRAND TRUNK WESTERN: **William R. Smith,** signal maintainer on the Detroit division, retired June 12, 1981. Brother Smith is a member of Durand Lodge 14.

ILLINOIS CENTRAL GULF: **Charles M. Davis,** a member of Grand Crossing Lodge 70 retired May 29, 1981.

NORFOLK & WESTERN: **L. J. Driskill,** a member of Wabash Lodge 55 retired May 28, 1981. **Thomas A. Marcha,** signalman at Green Springs, OH has retired. Brother Marcha is a member of King Lodge 201.

ROCK ISLAND: **Richard O. Holzworth,** a member of Rock Island Lodge 183 has retired.

SANTA FE: Two signal maintainers on the Santa Fe have retired. They are **Charles A. Rankin,** of Noble, OK and **Allen L. Smith,** of Cleburne, TX. Brother Rankin is a member of Midwest Lodge 33, and Brother Smith is a member of Santa Fe Lodge 121.

SEABOARD COAST LINE: **Thomas C. Lawrence,** signal maintainer at Andrews, SC has received his forty-year service award. **Herman L. McCrimmon,** signal inspector at Rocky Mountain, NC has retired. **Bob McKenzie,** signal maintainer at Rocky Mountain, NC has also retired. Brothers Lawrence, McCrimmon and McKenzie are members of Local Lodge 16.

SOUTHERN PACIFIC: **D. T. Obedoza,** signal maintainer on the Western Division and a member of P. J. Lukes Lodge 153, has received the Eagle Eye Award for pointing out equipment defects that could easily be overlooked, but which might have led to accidents. Also, receiving an Eagle Eye Award from the SP is **R. H. Vanhorn,** signal maintainer on the Sacramento Division and a member of Los Angeles Lodge 104.

The Book That Put Pueblo, Colorado On The Map.

For years Pueblo remained uncharted and unknown.

Then, suddenly, the secret was out. Pueblo is the city that sends out the free Consumer Information Catalog.

Now everyone knows.

And now everyone can send for their very own copy of the Consumer Information Catalog. The new edition

lists over 200 helpful Federal publications, more than half of them free. Publications that could help with— money management, car care, housing hints, growing gardens, food facts. All kinds of consumer information.

Get your copy now. Send us your name and address on a postcard. Write:

CONSUMER INFORMATION CENTER, DEPT. G, PUEBLO, COLORADO 81009

GSA General Services Administration

For all residents (US and Canada):

Form ML-1 Rev. 8/80

Please let us know your present address? If the mailing label on this issue of The Signalman's Journal does not agree with your present address, please tell us by filling out the form below, pasting or taping the old label in the space provided and mail the entire coupon to:

Brotherhood of Railroad Signalmen
Box U, Mt. Prospect, IL 60056

Name _____

Street or Box No. _____ **Apt. No.** _____

City _____ **State Province** _____ **Zip Postal Code** _____

Local Lodge No. _____ **Certificate No.** _____

Retired Member _____ **Non-Member** _____

Determine your rights under FELA

Members who are injured on the job and the dependents of those members who have been killed or have died as the result of such injuries should by all means ascertain their rights and benefits under the Federal Employers' Liability Act before attempting any settlement with the railroad.

Below is a list of attorneys who, on the basis of information made available to us, are competent to give full information and assistance to those in need of it.

This list is compiled and maintained on the strength of information furnished us by both attorneys and members. Everyone concerned is urged to keep us informed regarding cases handled, nature of the case, terms of the settlement, commendations, criticisms, etc. **Information should be forwarded to R. T. Bates, president, Brotherhood of Railroad Signalmen, Box U, Mt. Prospect, IL 60056.**

Baltimore, MD 21202
Irving Schwartzman
5 Light St.,
Tel. (301) 685-2713
(Associated with -
Savage & Schwartzman, P.A.)

Baltimore, MD 21202
Norris W. Tingle
Charles Center South, Suite 310
Charles & Lombard Sts.
Tel. (301) 837-0215
(Associated with -
Arnold, Beauchemin & Tingle, P.A.)

Birmingham, AL 35203
C. M. Small, Jr.
800 First National-Southern Natural Bldg.
1900 Fifth Ave., North
Tel (205) 328-8141
(Associated with -
Rives, Peterson, Pettus,
Conway, Elliot & Small)

Buffalo, NY 14203
E. Michael Semple
785 Ellicott Square Bldg.
Tel. (716) 853-4861
(Associated with -
Lankes, Semple & Waible)

Chicago, IL 60602
Martin Henslee
30 N. LaSalle St.
Suite 2100
Tel. (312) 782-5925
(Associated with -
Henslee, Monek & Henslee)

Cleveland, OH 44114
Harold S. Stern
1700 Investment Plaza
1801 East 9th St.
Tel. (216) 781-1700
(Associated with -
Gaines & Stern Co., L.P.A.)

(Denver) Aurora, CO 80011
John J. Rossi
12203 East Second St.
Tel. (303) 366-3501
(Associated with -
Morrisard & Rossi)

Houston, TX 77210
Norman R. Jones
5959 W. Loop South, Suite 666
P.O. Box 4340
Tel. (1-713) 668-0230
(1-800) 231-3359
(1-800) 392-0620 TX only
(Associated with
Jones & Granger)

Indianapolis, IN 46204
Edward J. Erpelding
Indiana National Bank Tower,
Suite 1680
One Indiana Square
Tel. (317) 632-4437
(Associated with -
Erpelding & Champion, P.C.)

Kansas City, MO 64105
Ernest Hubbell
106 West 14th St.
25th floor
Tel. (816) 221-5666
(Associated with -
Hubbell, Lane & Sawyer)

Los Angeles, CA 90071
George E. Bodle
615 S. Flower St.
19th Floor
Tel. (213) 629-2311
(Associated with -
Bodle & Thomas)

Miami Beach, FL 33141
Lawrence V. Hastings
300 71st St.
City National Bank Bldg.
Suite 530
Tel. (305) 861-4971
(800) 327-4552
(Associated with -
Hastings & Goldman)

Minneapolis, MN 55402
Robert N. Stone
330 Second Ave., South
790 Galaxy Building
Tel. (612) 371-8900
(800) 328-8608 .
(Associated with -
Rerat Law Firm, P.A.)

New York, NY 10168
Arnold Elkind
122 E. 42nd St., Suite 1515
Tel. (212) 986-4921
(Associated with -
Elkind & Lampson)

Oakland, CA 94612
Frederick L. Nelson
1212 Broadway
Tel. (415) 451-6732
(Associated with -
Hildebrand, McLeod
& Nelson, Inc.)

Philadelphia, PA 19110
Kenneth Syken
835 Land Title Building
Broad & Sansom Sts.
Tel. (215) 564-3700
(Associated with -
Richter, Syken & Ross, P.A.)

Pittsburgh, PA 15219
Paul Moses
711 Frick Building
Tel. (412) 471-3740
(Associated with -
Evans, Ivory & Evans)

Portland, OR 97204
Monte Bricker
506 SW Sixth Ave.
1200 Wilcox Building
Tel. (503) 226-1151
(Associated with -
Bricker, Zakovics & Querin, P.C.)

Syracuse, NY 13202
J. Murray Dunn
707 State Tower Building
Tel. (315) 422-0303
(Associated with -
McElroy & Dunn)

Vicksburg, MS 39180
1117 Grove St.
P. O. Box 1359
Tel. (601) 636-5561
(Associated with -
Ramsey, Bodron, Thames
& Robinson, P.A.)

Washington, DC 20036
W. G. Mahoney
1050 17th St., N.W.
Tel. (202) 296-8500
(Associated with -
Highsaw & Mahoney, P.C.)

Wichita, KS 67201
Payne Ratner
444 North Market
P.O. Box 306
Tel. (316) 262-6423
(Associated with -
Ratner, Mattox, Ratner,
Barnes & Kinch, P.A.)

Signal training course

You can learn about today's modern signal systems from the new Signal Training Course available from the Brotherhood of Railroad Signalmen. This is the famous Canadian National course that is the basis of many of the courses used by the nation's railroads in their signal training programs. CN has kindly given the Brotherhood permission to reprint this signal material. The 4-volume course is now in one 3-ring binder.

Volume I has 9 sections, as follows: 1- how to study; 2- signaling; 3- multimeter; 4- energy distribution; 5- batteries; 6- direct current; 7- track appliances; 8- understanding circuits; and 9- trouble shooting.

Volume II has 9 sections, as follows: 1- review; 2- direct current relays; 3- light signals; 4- switch circuit controller; 5- spring switch mechanism; 6- automatic block signals; 7- highway crossing protection; 8- highway crossing bell; and 9- highway crossing agate.

Volume III has 6 sections, as follows: 1- review; 2- direct current relays; 3- power operated switch machines; 4- coded track circuits; 5- electric switch lock; and 6- centralized traffic control systems.

Volume IV has 7 sections, as follows: 1- review volume I; 2- review volume II; 3-review volume III; 4- style C track circuit; 5- automatic interlocking; 6- hotbox detector; and 7- overlay track circuits.

To order your copy of this Signal Training Course, please send check or money order in the amount of $50 payable to the Brotherhood of Railroad Signalmen. Send your order and payment to Box U, Mt. Prospect, IL 60056.

Please send me _____ copy (ies) of the Brotherhood's Signal Training Course at $50 per copy. Enclosed is my check or money order payable to the Brotherhood of Railroad Signalmen. This price includes handling and shipping charges.

Name _____

Address _____

City _____

State (Province) _____

Zip Code _____

Certificate No. _____

Send payment and coupon to Brotherhood of Railroad Signalmen, Box U, Mt. Prospect, IL 60056

GRS FREQUENCY SHIFT OVERLAY TRACK CIRCUITS MAKE YOUR JOB EASIER

From initial installation to periodic in-service checks and adjustments — even changing frequencies in the field — GRS Frequency Shift Overlay track circuit equipment timesaving features make your job easier. These features include:

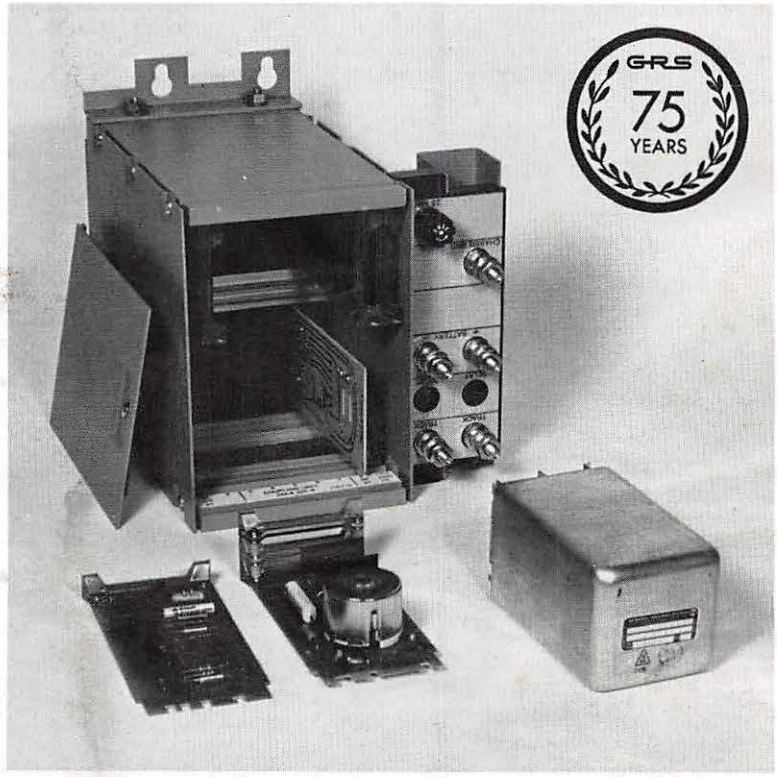
PLUG-IN KEYED UNITS - simply plug spare printed circuit boards or a tuning unit into a failed transmitter or receiver to quickly return it to service. The plug-in units are all keyed - you can't plug the wrong one into the wrong slot.

EASILY ACCESSIBLE CONNECTIONS - a reversible AAR terminal strip provides ready access to the track, battery, and relay connections whether the FSO unit is shelf, wall, or rack mounted.

METERLESS ADJUSTMENT - the in-service adjustments, with stable ballast conditions, require no meter. You can set the receiver gain control simply by observing the point at which the track relay picks up.

PLUG - IN FREQUENCY UNITS - tuning elements are on separate plug-in units. You can change the operating frequency of a transmitter or receiver by simply replacing these keyed units with units of a different frequency.

For more information, refer to GRS Pamphlet 1416.



GENERAL RAILWAY SIGNAL
A UNIT OF GENERAL SIGNAL
BOX 600 ROCHESTER NEW YORK 14602